UMASS Labor Awareness Week

LABOR MOVEMENT IN THE 90'S

NEW AND OLD CHALLENGES

A PANEL DISCUSSION WITH

VICTOR REUTHER

FOUNDER OF THE UAW

LEADER OF 1930'S SIT-DOWN STRIKE

AND

• JERRY TUCKER

LEADER OF THE NEW DIRECTIONS CAUCUS
OF THE UAW

• ELYSE CANN

CO-DIRECTOR OF THE MACHINE ACTION PROJECT

• RICHARD MILLER

ORGANIZER FOR THE
OIL, CHEMICAL AND ATOMIC WORKERS

TUESDAY, APRIL 30, 7:30pm
THOMPSON 102
UNIVERSITY OF MASS. AT AMHERST

Sponsored by the New England New Directions Coalition, Graduate Student Senate, Solidarity, DSA, Economics Graduate Student Organization, Labor Studies Grad. Students Assoc., UMass Greens.
For More Info: 545-2896

C

HOUSE OF REPRESENTATIVES
WASHINGTON, D. C. 20515

JOSEPH P. KENNEDY II
8TH DISTRICT, MASSACHUSETTS

May 7, 1991

Joe Faherty, President
MA AFL/CIO
8 Beacon Street
3rd Floor
Boston, MA 02108

Dear Mr. Faherty:

Joe

This is just a short note to thank you for meeting with me this week.

I would like to keep an open line of communication between us and I want you to know that I am available at anytime that you may want to contact me.

Please accept my thanks again and I hope to see you soon.

Sincerely,

Joe

Joseph P. Kennedy II
MEMBER OF CONGRESS

JPK/dc

all the best - Joe

NEWS FROM D.A.D.
P.O. Box 33636 • Washington, D.C. • 20033 • (202) 223-8700
DOLLARS AGAINST DIABETES

DATE: May 3, 1991

DAD CAMPAIGN GROWING FASTER THAN EVER

With Gregory Geise of Fort Wayne, Indiana and John Hartung of Denver, Colorado signing up as chairmen, DAD's Day collection programs are in place in 220 communities in 48 states. This time last year, there were only 193 communities in 47 states.

JIM PALMER PITCHES FOR DAD

Television and radio PSA's starring Baltimore Oriole Hall-of-Fame pitcher Jim Palmer are now being sent to stations throughout the country. In the PSA, Palmer says, "Today I have a pitch for you that has nothing to do with baseball. It has to do with helping people -- people with diabetes." If you know of any stations willing to air these announcements, contact DAD headquarters.

"DAD PROS" EXCHANGE FUNDRAISING TIPS

For the third consecutive year at the BCTD National Legislative Conference, a workshop on "How to Conduct a Successful DAD's Day" was attended by 45 building tradesmen...Adding knowledgeable insight to the discussion were DAD's Day Co-Chairmen BCTD Secretary-Treasurer Joseph Maloney and SMWIA President Edward Carlough.

PRESIDENTIAL AWARD PRESENTED TO NIGRO

In recognition of his outstanding contribution to the DAD's Day program, Boston chairman Joe Nigro was presented the first annual Presidential Award at the 1991 National Legislative Conference. In the past two years, Joe and his army of volunteers have raised over $120,000 for DAD. Congratulations Joe!

EIGHT WOMEN TO CHAIR DAD'S DAY IN '91

A record eight women will chair DAD's Day programs in this year's campaign. They are: Katherine Thompson-Garcia of San Antonio, Texas; Nancy Haas of Long Beach, California; Becky Hamilton of Pine Bluff, Arkansas; Marilyn McLemore and Brenda Heath of Salem, Indiana; Deborah Bunting of Williamsburg, Virginia; Jeanne Smithd of Seattle, Washington; and Lora Marsh of Janesville, Wisconsin.

HEARD ON THE DAD's DAY HOTLINE

Jerry Hammond of Lexington, Kentucky has challenged Louisville chairmen Ray Burns and Lawrence Winburn on who can raise the most money this year...Ohio Building Trades Secretary Bob Farrington has pledged that the state of Ohio will double their fundraising efforts from last year and become the top fundraising state in the country...New Mexico Governor Bruce King has proclaimed June 15th as the official "DAD's Day" in the state.

NEWS FROM D.A.D.
P.O. Box 33636 • Washington, D.C. • 20033 • (202) 223-8700
DOLLARS AGAINST DIABETES

C

FOR IMMEDIATE RELEASE
May 9, 1991

CONTACT: Dan Feller
(202) 223-8700

Sheet Metal Workers' Joe Nigro Garners President's Award For DAD's Day Efforts

WASHINGTON, D.C., May 9 -- The Building and Construction Trades Department, AFL-CIO (BCTD) gave Joe Nigro, a business agent for Local 17 of the Sheet Metal Workers' International Association (SMWIA) in Boston, its President's Award for his fundraising efforts on behalf of DAD's Day.

Nigro raised over $120,000 in 1989 and 1990 for DAD's Day (Dollars Against Diabetes), which benefits the Diabetes Research Institute. To supplement the traditional DAD's Day effort by volunteers who collect donations on street corners the Saturday before Father's Day, Nigro organized auctions, raffles, dart tournaments and dance-a-thons throughout the year.

"Joe Nigro exemplifies the selfless commitment and dedication of our DAD's Day Program," said Joseph Maloney, BCTD secretary-treasurer, who presented the award to Nigro. "His leadership and energy have been an inspiration for other communities throughout the country."

"It's not important to be number one in fundraising, what's important is to beat diabetes," said Nigro in his acceptance speech. "This award does not belong to Joe Nigro. This award belongs to the thousands of volunteers who make DAD's Day possible.

"The greatest award of all goes to the people who turned out on DAD's Day. The greatest award is the feeling all the volunteers -- over 500 in Boston and over 30,000 nationally -- carry around in their hearts, knowing that they were there, that they contributed to the effort to put this dread disease behind us," he concluded.

Nigro has been with the SMWIA for 22 years he has served as business agent since 1988. He is married and has two children. He lives in Pembroke, Massachusetts.

The Dollars Against Diabetes campaign is a project of the Building and Construction Trades Department, AFL-CIO and its member unions. The beneficiary of DAD's Day, The Diabetes Research Institute, is breaking new ground in the search for an actual cure to this disease, which afflicts 13 million Americans.

-30-

DANIEL E. BOSLEY
REPRESENTATIVE
1ST BERKSHIRE DISTRICT
3 ELMWOOD AVE.
N. ADAMS, MA 01247
TEL. (413) 663-7486

The Commonwealth of Massachusetts

House of Representatives

State House, Boston 02133

Committees on:
Commerce and Labor
Vice Chairman
Public Service
Taxation
ROOM 39, STATE HOUSE
TEL. (617) 722-2240

CHRISTOPHER KOCZELA
ADMINISTRATIVE AIDE

C

May 8, 1991

5/13/91
Called in regret to J.D. in Bosley's office
LAZ

Mr. Joseph Faherty
Massachusetts AFL-CIO
8 Beacon Street
Boston 02108, MA

Dear Mr. Faherty:

I am writing to, once again, cordially invite you to and remind you of the third Economic Summit meeting. Like the previous two, it will be held at North Adams State College in Bowman Hall, from 9:00 a.m. to 12:00.

The previous two meetings have been, I think, very successful. The levels of enthusiasm and spontaneity have been encouraging, the ideas have been forthright and exciting, and the groundwork has been laid to proceed with some specific goals. The group has demonstrated to me that there is indeed enough positive energy and ideas to help reverse the fortunes of our area. We have taken the important first step toward the economic revitalization of northern Berkshire County.

All of our work, however, will mean nothing without follow-up in pursuit of specific goals. Many people have asked for leadership in our area. I have initiated these meetings as a means to provide some of that leadership, but in the larger sense, we collectively must commit to being the leaders of this region. We cannot achieve individually the success we can achieve collectively.

This being said, I think we can all agree that the May 18 meeting will be the most important meeting yet. It is where we will plan a definitive course for the future. As you will note, I have enclosed my proposal to structure our future meetings which is designed to facilitate the setting and achieving of our goals. We can begin to rebuild our economy immediately; and that necessitates enthusiasm in our possibilities, not pessimism in our situation.

I am counting on you to help formulate our future by attending this critical meeting. There will be no speakers, only a full scale discussion as to where to go from here. My enclosed suggested blueprint allows for everyone to participate, yet gives us flexibility and workable sized groupings. It also allows for the necessary contributions from each of the various sectors of our community. I look forward to your feedback on this proposal.

I believe that the meeting on May 18 is a truly important event for our area, and I look forward to seeing you there. If you have any questions or comments in the interim, please feel free to contact me.

With my best wishes, I am

Sincerely,

Dan

DANIEL E. BOSLEY
State Representative

DB:jdc
enclosure

PROPOSED STRUCTURE FOR FUTURE ECONOMIC DEVELOPMENT MEETINGS
MAY 18, 1991
Representative Daniel E. Bosley

COORDINATING COUNCIL

1) Creation of a fifteen member coordinating council, or steering committee, to focus the efforts of this entire project into one group. My office will be used as a clearinghouse for all information, and to coordinate efforts and provide focus for the sub-groups (to be explained later).

   A) This Council will provide monthly articles to the Transcript and Advocate promoting the positive aspects of the community. Information flow is very important, and this will be pursued through the Committee. All are encouraged to provide articles to be submitted.

   B) I suggest that North Adams Regional Hospital be used as a local repository for information and mailings, and I will pursue that uplink with the Hospital

   C) Each of the seven sub-groups will elect a group leader who will serve on the fifteen member Council. Seven others will be appointed by my office.

SUB-GROUPS

1) At the first Summit, there were seven groups; Industry, Commercial Retail, Tourism, Public Officials, Educators, Health and Human Services, and Labor. I propose to form these seven as sub-committees who will meet periodically and report to the Council.

   A) Certain organizations are already in place to serve as lead agencies to coordinate the sub-groups. Let the following serve as suggestions for sub-group coordination:

      a) Industry: I.P.D.C.
      b) Tourism: Berkshire Visitors Bureau
      c) Health and Human Services: Northern Berkshire Health and Human Service Coalition
      d) Commercial Retail: Suggest that the Adams C of C, the North Adams C of C, and the Williamstown Board of Trade meet to coordinate this group
      e) Educators: Suggest a coordinated effort of Williams College, NASC, and BCC to head this group
      f) Public Officials: I will coordinate
      g) Labor: I will coordinate

B) The task of these groups will be to develop and implement short term goals and long term strategies. Simple goals are the most valuable because they can be rapidly implemented. Not only will we receive financial benefit from these, but we can begin to turn around bad press and negativism. Our announcements will be new initiatives and success stories rather than "doom and gloom." At the same time, we can be pursuing long term initiatives with greater effect.

LARGE GROUP

1) I do not want to lose the group dynamics exhibited in the previous two large group meetings. Therefore, I would like to keep the large group meeting periodically, every 10-12 weeks or as needed, for short discussions. These will be general in nature (no guest speakers) and will plot and track specific courses of action devised in both the large group and the sub-groups. This will serve to maintain focus and provide an umbrella type leadership in conjunction with the Council.

Ed STATE SENATOR Burke
COMMITTEE TO ELECT ED BURKE
P.O. BOX 2544, FRAMINGHAM, MA 01701

May 8, 1991

Dear Friend:

I am writing in behalf of my good friend John Olver who has been nominated by the Democratic party to fill the Congressional District in western Massachusetts. The run-off election will be held on Tuesday, June 4. As you know this special election is caused by the death of the longtime incumbent Silvio Conte.

You might ask why you should contribute money for an office being contested in another part of the state. The answer, I think, is that John Olver for more than twenty years has espoused progressive causes in a number of areas. He has voted for tax equity. He is the original sponsor of the so-called bottle deposit law in Massachusetts. He has, more than any other state legislator during the last twenty years, supported adequate funding and encouragement for public education. If elected to Congress, he will be able to help us in many important ways.

His opponent is a well-funded Republican conservative. John needs to raise substantial amounts of money even to come close to matching the funds of his opponent.

Accordingly, I am co-hosting a brunch at the Alumni House at Framingham State College on Sunday, May 19 from 11 A.M. until 2 P.M. The requested payment is twenty-five dollars per person. If you are able to contribute more, so much the better.

I very much hope that you will be able to attend. In case you can't come and yet are able to contribute, please send your check payable to John Olver for Congress to my Framingham Post Office Box 2544, Framingham, Ma. 01701.

Sincerely,

Ed

EDWARD L. BURKE, Senator
Middlesex-Norfolk-Worcester-District

ELB:f

Keep Ed Burke working for you!

United Steelworkers of America

AFL-CIO
DISTRICT ONE
400 WASHINGTON STREET
AUBURN, MASSACHUSETTS 01501
TELEPHONE (508) 832-2524
FAX (508) 832-6066

WILLIAM J. FOLEY
DIRECTOR

DOMENIC A. DIPILATO
ASSISTANT DIRECTOR

May 9, 1991

Mr. Joseph Faherty, President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear President Faherty:

Thank you for taking time out of your very busy schedule to participate in our **12th Annual New England Utilities Training Conference** which was recently held April 15-17, 1991 at the Cape Cod Plaza Hotel, Hyannis, Massachusetts.

Your message to the delegates from District 1, New England, who were in attendance was **"right on the mark"**.

With best wishes, we are

Sincerely,

William J. Foley
Director, District 1

Domenic A. DiPilato
Assistant to Director
N.E. Utilities Coordinator

WJF/DAD/LRL

CC: Charles E. McLaughlin, Education Director, Dist. 1, USWA

COMMONWEALTH OF MASSACHUSETTS
MASSACHUSETTS SENATE
STATE HOUSE, BOSTON 02133

SEN. CHRISTOPHER M. LANE
ROOM 507, STATE HOUSE
TEL. (617) 722-1348

May 6, 1991

Mr. Peter Torkildsen
Commissioner
Department of Labor and Industries
100 Cambridge Street
Boston, MA 02202

Dear Peter,

I was very disappointed to see your office announce on April 17th the lifting of the ban on Sunday morning openings. As I displayed through my maiden speech on the floor of the Senate, I am strongly opposed to this measure.

This subject has a direct bearing on my constituents, most of whom are double income families. These people rely on the one morning a week that they have to spend with their family.

I ask that you reconsider this ruling by your department and continue the ban on Sunday morning openings.

Sincerely,

Christopher M. Lane
State Senator
1st Suffolk and Norfolk District

Massachusetts Courthouse Improvement Program

PROJECT UPDATE

APRIL 1991
Number 9

The Court Facilities Unit is pleased to note that the Newburyport and Amesbury Divisions of the District Court moved into their new courthouse in Newburyport on April 22, 1991. Two sessions marked the day. Other recently completed construction work includes priority repairs at the Durfee School and exterior renovations at South Boston District Court.

Due to the uncertainty of the Commonwealth's capital and operating budgets, there have been a number of delays in commencement of some of the design and construction projects. The Unit is making every effort to move projects along.

Listed below are all major projects currently underway by the Court Facilities Unit. The **Project Update** lists all repair and minor renovation projects at the end of the report.

BRISTOL COUNTY

Durfee School: This month, the firm of Notter Finegold Architects has begun final design for renovation of the building for the Juvenile, Probate, and Housing Courts. The program calls for renovation of the 66,500 square foot building to house these functions at an estimated construction cost of $7.5 million. The design phase is projected to last through the end of 1991.

ESSEX COUNTY

Newburyport District Court: Final inspection items will be completed shortly at the new courthouse, which opened for business this month.

Lawrence Superior Courthouse: The Cresta Construction Company continues renovation work, which is scheduled for completion in November, 1991.

While the building is being renovated, the Superior and Probate Courts and Trial Court Law Library remain in operation in leased space at 78-82 Amesbury Street in Lawrence.

Lawrence Court Complex: Pierce Lamb Architects have completed the program and cost estimates for a new District, Probate and Housing Court Facility, and a new Trial Court Law Library. Proposals for private land were received in January and appraisals are underway for several sites. The total project cost for the new building is estimated at $17.3 million. The Designer Selection Board will advertise for a final designer in May.

HAMPDEN COUNTY

Palmer District Court (County owned): The new building has been completed but occupancy has been delayed because of a shortage of county funds to staff the building.

MIDDLESEX COUNTY

Third District Court, East Cambridge: Peabody Construction began major renovations in August, 1990, and is ahead of schedule. Completion is scheduled for this summer. On-site trailers serve as judges' lobbies and the project has been phased to allow three courtrooms to operate while construction is underway.

PLYMOUTH COUNTY

Plymouth Court Facility: Pierce Lamb Architects is expected to complete the study for a new building of approximately 85,000 square feet to house the Plymouth District and Superior Courts by May 1991. A county owned site, adjacent to the County jail, is currently being evaluated for court use.

SUFFOLK COUNTY

Suffolk County Courthouse: Major planning and construction projects include:

- Elevators - Construction is underway to automate the remaining manually operated cars in the old and new courthouse. The first phase of the work, which automates three cars in the new building and two cars in the old building, is now complete. The second phase of the project will be to automate the one remaining public car and the judges and detainees' cars in the new building and the two other cars in the old building. These elevators will continue to be out of service until they are fully modernized. The automation of all elevators in the complex is scheduled for completion by December, 1991.

- Electrical Service - Sentry Utilities, Inc. began construction of the new primary electrical service in September, 1990. Construction is scheduled to be complete in February, 1992.

- Electrical Distribution - The Vitetta Group has completed a study of electrical distribution needs for Suffolk County Courthouse. The Designer Selection Board will advertise for a final designer in May.

- Building Exterior - Dean, Tucker, Shaw Architects are currently working on design for exterior renovations for both buildings, with completion of contract documents expected in May, 1991. Preliminary estimates of the construction cost for these improvements are $7.3 million. Renovation work will include replacement of the brickwork on the exterior of the new building.

- Fire Protection - R.G. Vanderweil Engineers, Inc. is scheduled to complete final design work by May, 1991. The estimated construction cost of these improvements, which include stair pressurization, egress modifications, sprinkler work, emergency lighting and fire alarms, is $9.2 million.

- Heating Systems - The Designer Selection Board will advertise in May for a study designer for downstream heating improvements.

- Program and Building Evaluation Study/Masterplan - The analysis of existing conditions at Suffolk County Courthouse has been completed. The next phase of study work, which is currently underway, will develop a space program. This will be followed by the development of alternative building schemes. The completed Masterplan will establish a framework for renovating the existing Suffolk County Courthouse and for building a new court facility in downtown Boston.

  The first meeting of a Policy Review Group, established by the Trial Court to provide guidance on building-wide policy issues and evaluate build-out alternatives, was held on April 24th. The group is chaired by Supreme Court Justice Neil Lynch. Members include retired Land Court Administrative Justice William Randall, Edgar Bellfontaine, Michael Edgerton, Stephen Carroll, and John Stainton. Monthly meetings will be held through September, when the Masterplan is scheduled for completion. D.C.P.O. will continue to meet with each court user throughout the masterplanning process.

Suffolk County District Courts: Major study and design projects include:

- Brighton District Court: The Designer Selection Board has ranked three firms for the final design of the renovation and expansion of the courthouse. However, due to current budget uncertainties, appointment and contracting with a firm and the start of final design has been delayed. The total project cost for design and construction is estimated at $4.6 million.

- Consolidated Chelsea/East Boston District Court: Ondras Associates will complete the study for a new consolidated courthouse in May, 1991.

- Dorchester District Court: The firm of Graham Meus has underway a study for the renovation and expansion of the court. The main court building, which is 19,500 square feet and has three courtrooms, does not adequately serve case load and staff needs. For 15 years, the Court utilized on-site trailers for offices and hearing rooms, and currently leases 21,000 square feet of space at 450 Washington Street to accommodate court operations. The study is scheduled for completion in July, 1991.

- Roxbury District Court: The Designer Selection Board has ranked three firms for the final design of the renovation and expansion of the courthouse. However, due to current budget uncertainties, appointment and contracting with a firm and the start of final design has been delayed. Total project cost for design and construction is currently estimated at $5 million.

- South Boston District Court: The firm of Graham Meus has begun a study to identify a space program for renovations to this court. The building includes a vacant third floor and vacant ground level space which will be evaluated for potential Trial Court use. The study will be completed in July, 1991.

- West Roxbury District Court: The architectural firm of Elkus Manfredi has been appointed final designer for renovation of the court. Design will begin in May, 1991 and is scheduled to last approximately 10 months. The program calls for construction of an additional two courtrooms and expanded administrative space, as well as the total renovation of the existing building. The total cost of the project is estimated to be $6.1 million.

WORCESTER COUNTY

Western Worcester District Court: A site in East Brookfield has been selected for the new court and is under a Purchase and Sale Agreement. Moore-Nolte Associates, Inc., have begun design of the new building. Design is scheduled to be completed in July, 1991.

Downtown Worcester Court Facility: Drummey Rosane Anderson, Inc., has completed the program study of the requirements for the District, Housing, Probate, Superior, and Juvenile Courts and Law Library. The County Commissioners are considering the possible transfer of the existing court buildings to the state so that the renovations to the existing buildings can proceed as well as the construction of additional space.

COUNTY-OWNED COURT REPAIRS

Design is nearly complete for projects at the Dedham Probate and Family Court, the Lynn and Taunton District Courts, and at courthouses in Northampton, Pittsfield, and Greenfield. (See Court Repair Projects, page 6.) Construction cannot proceed until an amendment to Chapter 203, which would create a $2 million pool for emergency and security repairs at county owned courts, is passed by the Legislature.

The Division of Capital Planning and Operations Court Facilities Unit was established in the Fall of 1988 following passage of Chapter 203, *An Act Providing for the Improvement of the Courthouses of the Commonwealth.* The **Project Update** is issued quarterly by the Court Facilities Unit, 100 Nashua Street, Boston MA 02114. Telephone 617-727-8085. John Stainton, Director.

Court Repair Projects

The Court Facilities Unit has many repair projects in various stages of study, design and construction that have a total cost of approximately $7 million.

The following is a listing of repairs, organized alphabetically by building name.

Project	*Current Phase*	*Construction Period**
Ayer District Court:		
• Asbestos removal	Construction	Summer 1991
• Space plan evaluation	Study/Design	Fall 1991/Winter 1991
Brighton District Court:		
• Asbestos removal	Construction	Spring 1991
Charlestown District Court:		
• Roof, Fire Protection, Detention Safety	Design	Winter 1991
• Asbestos removal	Construction	Summer 1991
Chelsea District Court:		
• Roof, Fire Protection, Detention Safety	Design	Winter 1991
• Asbestos removal	Construction	Summer 1991
Concord District Court:		
• Asbestos removal	Construction	Fall 1991
Dorchester District Court:		
• Life Safety Improvements	Design	Winter 1991
• Asbestos removal	Construction	Summer 1991
East Boston District Court:		
• Fire Protection, Holding Cells, Handicapped Ramp, Toilet	Design	Winter 1991
• Asbestos removal	Construction	Fall 1991
Framingham District Court:		
• Site Improvements	Construction	Spring 1991
• Asbestos removal	Construction	Fall 1991
Lowell District Court:		
• Electrical System	Construction	Spring 1991
• Windows, Doors	Design	Summer/Fall 1991
• Asbestos removal	Construction	Fall 1991
Malden District Court:		
• Egress, Roof, Windows	Advertise for Design	
• Asbestos removal	Construction	Fall 1991
Marlborough District Court:		
• Windows, Roof	Design	Summer 1991

***Due to fiscal uncertainties, projects may be delayed.**

(Continued on next page)

Court Repair Projects

Project	*Current Phase*	*Construction Period**
Newton District Court:		
• Asbestos removal	Construction	Fall 1991
Roxbury District Court:		
• Electrical Room	Construction	Summer 1991
Somerville District Court:		
• HVAC Improvements	Bid for Construction	Summer 1991
South Boston District Court:		
• Fire Protection, Site work	Design	Winter 1991
• Windows	Design	Fall 1991
Suffolk County Courthouse:		
• Appeals Court Renovation	Construction	Spring /Summer 1991
• Adult Detention Area	Construction	Spring 1991
• Juvenile Court Detention	Study	Fall 1991
• Juvenile Court/CHINS	Construction	Spring 1991
• Asbestos Removal: Heating Plant	Construction	Summer 1991
• Heating Plant Improvements	On Hold	
Waltham District Court:		
• Site Improvements	Design	Summer 1991
• Asbestos removal	Construction	Spring 1991
Woburn District Court:		
• Asbestos removal	Construction	Fall 1991
West Roxbury District Court:		
• Asbestos removal	Construction	Fall 1991

County Owned Courts

Dedham Probate & Family Court		
• Heating & Ventilating System	Design	Pending Legislation
Greenfield District & Superior Courts		
• New Holding Cells	Design	Pending Legislation
Lynn District Court		
• Renovate Holding Cells	Design	Pending Legislation
Northampton District & Superior Courts		
• Renovate Holding Cells	Design	Pending Legislation
Pittsfield District & Superior Courts		
• Renovate Holding Cells	Design	Pending Legislation
Taunton District Court		
• New Holding Cells	Design	Pending Legislation

***Due to fiscal uncertainties, projects may be delayed.**

Completed Projects

The following projects have been completed since July, 1990. The total project cost of these improvements is $14 million.

Project	*Total Project Cost*
Brighton, Roxbury, West Roxbury District Courts	$742,300
• Exterior Repair and Renovations	
Brockton Superior Court	$183,200
• Renovate Detainee Area	
Dedham Superior Court	$213,000
• New Courtroom	
Durfee School, Fall River	
• Emergency Repairs to Roof	$3,200
• Roof Repairs	$54,300
Haverhill District Court	
• Renovate Detainee Area	$128,400
Lawrence District Court	
• Renovate Detainee Area	$275,800
Newburyport District Court	
• New Consolidated Newburyport/Amesbury Court	$12,100,000
Suffolk County Courthouse	
• AC/DC Power Conversion	$23,900
• Fire Damaged Windows	$47,000
• Repairs at Stairway	$90,000
Asbestos Removal	$108,000
• Suffolk County Courthouse Elevator Shafts	
• Marlborough District Court	
• Somerville District Court	
• South Boston District Court	
Total	$13,969,100

C

Jewish Labor Committee

NORTHEAST REGION
33 Harrison Avenue • Boston, MA 02111
(617) 350-7969

To: JLC Members and Friends May 7, 1991
From: Ronald M. Alman, Chair

"Political and Governmental Relations: A Labor Perspective for the Weld Years," will be the theme of the next brown bag luncheon of the Jewish Labor Committee on Tuesday, May 28, 12 Noon, at the I.L.G.W.U., 33 Harrison Avenue, Boston (Third Floor Meeting Room).

Our special guests will be Michael Goldman, a former member of the Dukakis and Kevin White administrations, and a campaign consultant to Tip O'Neill, Scott Harshbarger, Speaker Charles Flaherty and former Speaker George Keverian; and James F. Snow, of Snow & Associates, formerly Commissioner of the Department of Labor and Industries in the Dukakis administration.

Soft drinks will be provided. It would be helpful if you R.S.V.P. to Herman Brown, our Regional Director, at 449-1786.

I look forward to seeing you on Tuesday, May 28th.

JEWISH LABOR COMMITTEE
Northeast Region
33 Harrison Avenue
Boston, Mass. 02111-2015

Mr. Joseph C. Faherty
Pres., Mass. AFL-CIO
8 Beacon Street
Boston, MA 02108

C

AFL-CIO Community Services

William R. Hauenstein
Northeast Regional Director
Department of Labor Participation
United Way of America

MEMORANDUM

TO: LOCAL AND STATE AFL-CIO COMMUNITY SERVICES STAFF IN THE NORTHEAST REGION

FROM: WILLIAM R. HAUENSTEIN

DATE: MAY 6, 1991

RE: NEW VOLUNTEERS

Health and social service agencies make most of their funding decisions at the local level. That is where needs are determined and money is allocated to services.

Union members are both consumers of these services in time of need, like layoffs, and supporters of them through contributions, to charities like the United Way. That makes it important for union leaders to participate in the process of identifying and meeting needs in their communities.

The AFL-CIO Department of Community Services is promoting a national initiative to recruit and involve more union volunteers on local social service agency boards and committees.

To make this effort a success, we are asking each AFL-CIO central labor council to identify, recruit and place two (2) new union volunteers on a board or committee.

A note on protocol! Any Labor representative serving in an official capacity with an agency should be recommended to that agency in writing from and by action of the AFL-CIO Central Labor Council.

Some of you may have already accomplished this goal. Some may surpass it. If I can be of assistance, please call me to discuss strategies.

Please send me the name, title, union, address, phone number and voluntary positions of the union volunteer placed.

A reminder - If you have not already done so, please send the list of union volunteers serving as of January 1, 1991 on agency boards and committees which was requested in my memo of April 30, 1991. If your list includes any new volunteers since January 1, please make a note or list separately. I want to be able to report this assignment completed at the National Conference, July 21-26, in Washington, D. C.

99 Park Avenue, New York, New York 10016-1501 • (212) 661-5666 • FAX: (212) 697-0761

Thank you for your support in this important project.

WRH/jdc

cc: CLC Primary Officer
Jordan L. Biscardo
Joe Velasquez
Chris Marston

AFL-CIO Regional Directors
Mary Crayton
Frank Myers
Walter Waddy

ANOTHER NOTE: Since the National AFL-CIO Conference on Community Services is in Washington, D. C. and the travel costs less for the Region, recruit local Labor leadership to attend. It will be a great conference and a boost to your program. You might start with your Activist List and Community Services Committee. (Good volleyball players will help the Region regain the National Title. Get in shape - this is our year.)

C

You are cordially invited to attend
A Legislative Reception
Sponsored by
Communication Workers of America AFL-CIO
Local 1301 / C.O.P.E.
on Monday, June the third
nineteen hundred and ninety-one
3 p.m. to 6 p.m.
The Great Hall - Massachusetts State House

Refreshments will be served

Issues: *Health Care – House Bill 414.5*
Protecting the Right to Strike
"Exploiting Both Sides" – Mexico 'Free' Trade
C.W.A. on Capitol Hill

Invited Guests: *Governor William F. Weld*
State Treasurer Joseph D. Malone
Massachusetts State Representatives and Senators
Massachusetts Congressional Delegation
Barbara Easterling
Executive Vice President
Communication Workers of America
Local Area Union Executives

CWA

Please R.S.V.P. by May 24th to
C.W.A. District Office (617) 229-1810
or Tom Ward Legislative Chairman Local 1301 (617) 290-0008

C.W.A. Legislative Reception

AFL-CIO NEWS
DEPARTMENT OF INFORMATION 202-637-5010
UNION YES

FOR IMMEDIATE RELEASE
May 3, 1991

CONTACT: Rex Hardesty
at the AFL-CIO
202/637-5010

AFL-CIO President Lane Kirkland had the following reaction to the new Papal Encyclical:

The American labor movement welcomes the Papal Encyclical Centesimus Annus as a powerful reaffirmation of the rights of workers and their unions. Like Rerum Novarum, whose 100th anniversary is marked by the new Encyclical, the Pope's words will be a substantial lift to worker and trade-union rights around the world.

The history of this century clearly proves that a free economy provides the best prospects for the well-being of all citizens -- but that should not obscure the Encyclical's powerful point that an unfettered free market provides employers as clear an avenue to tyranny as any other government-imposed system.

To reflect on this Pope issuing this Encyclical is to relish again the achievement of the trade unionists in his native Poland whose indomitable courage changed the world by showing that worker rights and freedom of association are indeed the wellspring of liberty.

For us in the United States, Centesimus Annus provides an expansive vision of the proper role of trade unions. The Pope declares that, a century after Rerum Novarum, "there is still need for a broad associated workers' movement, directed towards the liberation and promotion of the whole person." And the role of trade unions is "not only in negotiating contracts, but also [to serve] as 'places' where workers can express themselves ... [and] share in a fully human way in the life of their place of employment."

Centesimus Annus also reaffirms that many of the fundamental goals of the trade union movement -- the limitation of working hours, the right to a just wage, and other measures to prohibit the exploitation of the most vulnerable members of society -- should be considered to be workers' rights.

Third, Centesimus Annus observes that the state "has the task of determining the juridical framework within which economic affairs are to be conducted, and thus of safeguarding the prerequisites of a free economy, which presumes a certain equality between the parties, such that one party would not be so powerful as practically to reduce the other to subservience."

For all of us who are concerned about the current imbalance between management and labor in the United States and are working for a prohibition of permanent replacement of strikers, this guidance is very encouraging.

Centesimus Annus is a rich and valuable contribution to the quest for a just and decent society.

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AFL-CIO NEWS
DEPARTMENT OF INFORMATION 202-637-5010
UNION YES

C

FOR IMMEDIATE RELEASE
May 3, 1991

CONTACT: Rudy Oswald 202/637-5160
or Rex Hardesty 202/637-5010
of the AFL-CIO

AFL-CIO President Lane Kirkland made the following comment on the April unemployment figures:

The AFL-CIO welcomes the news that the number of unemployed dropped in the last month. However, another 125,000 jobs were lost in April, indicating this recession is not over. Meanwhile, less than half of the jobless receive unemployment compensation.

More than 15 million people are out of work or underemployed and more than one million workers have been unemployed six months or longer. One out of every seven U.S. workers suffers total or partial unemployment.

The president and Congress should act now to extend unemployment benefits -- and to pass Rep. Thomas Downey's measure to reform the system. The country needs programs to put people to work.

# # # #

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The Commonwealth of Massachusetts

House of Representatives

State House, Boston 02133

DANIEL E. BOSLEY
REPRESENTATIVE
1ST BERKSHIRE DISTRICT
3 ELMWOOD AVE.
N. ADAMS, MA 01247
TEL. (413) 663-7486

Committees on:
Commerce and Labor
Vice Chairman
Public Service
Taxation
ROOM 39, STATE HOUSE
TEL. (617) 722-2240

CHRISTOPHER KOCZELA
ADMINISTRATIVE AIDE

April 30, 1991

Mr. Joseph Faherty
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear ~~Mr. Faherty~~ Joe:

I wanted to drop you a brief note of thanks for coming out to participate in the Economic Summit last weekend.

It is nice to have a respected voice like yours addressing the participants. It not only adds credibility, but a unique perspective which we sometimes tend to overlook in north Berkshire. I think we are on to something in our community, and your participation served to increase our stature. For that, I thank you.

If there is any way I can be of assistance to you, please let me know. I will keep you abreast of any further developments in this Economic Summit project.

With my best wishes, I am

Sincerely,

Dan

DANIEL E. BOSLEY
State Representative

DB:jdc

NATIONAL PLANNING
ASSOCIATION

CONFERENCE ON

THE FUTURE OF LABOR-MANAGEMENT INNOVATION

IN THE UNITED STATES

June 11-12, 1991

The Hotel Washington
15th Street and Pennsylvania Avenue, N.W.
Washington, D.C. 20004

Sponsored By
The National Planning Association

Conference Chairman: Donald F. Ephlin
Former Vice President, United Auto Workers

During the past decade U.S. labor-management relations have followed conflicting paths. On the one hand the 1980s have seen some of the harshest cases of adversarial relations since the 1940s. On the other, the period has been marked by a number of creative examples of labor-management innovation. The question now is whether the trend toward innovation will grow or whether these innovative relationships will erode and perhaps revert to situations of greater confrontation. How this plays out will significantly affect our international competitive position and the course of labor-management relations in the United States for many years to come.

For the past year NPA Senior Fellow Donald F. Ephlin, former Vice President of the United Auto Workers, has been conducting research on labor-management relations in the United States in order to help shape the outcome of this important issue. Mr. Ephlin will chair an NPA-sponsored conference on "The Future of Labor-Management Innovation" in Washington on June 11-12 (see attached agenda). At this day and a half meeting, Mr. Ephlin will share with participants his personal involvement in new types of labor-management relationships and the results of his research during the past year. Several case studies will be presented by officials from both sides who have been directly involved in new approaches to old problems, and key representatives of business, labor and academia will address the meeting. Adequate time will be allowed for discussion to draw on the experience and expertise of all participants.

1424 16TH STREET NW, SUITE 700 • WASHINGTON, DC 20036 • (202) 265-7685 • FAX (202) 797-5516

Donald Ephlin has been a key force on the labor side working for innovation. He has achieved new collective bargaining agreements that stress productivity, workforce quality and employee involvement. Known as a "pioneer" of joint labor-management programs, Ephlin is widely recognized as an authority in the area of labor-management problem-solving as, for example, in his roles in formation of the GM-Toyota joint venture at Fremont, California (NUMMI) and the Saturn project. Both of these broke new ground in setting innovative labor-management relationships. He has also been a leader in the establishment of far-reaching training programs supported by both labor and management.

The conference will provide an important opportunity to hear from leading business and labor leaders with direct, hands-on experience about the successes and problems in implementing labor-management innovations in this country. It will address, among others, the critical questions of why, if these relationships are productive, they are not spreading more rapidly.

The National Planning Association is a private, non-profit, non-political organization engaged in research and policy formulation in the public interest. Among its activities, NPA brings together influential and knowledgeable leaders from business, labor, agriculture, and the applied and academic professions to serve on policy committees dealing with key issues affecting the United States, including labor-management relations, human resource development, competitiveness and productivity.

Enclosures
Conference Agenda
Reservation Form

NATIONAL PLANNING
ASSOCIATION

THE FUTURE OF LABOR-MANAGEMENT INNOVATION IN THE UNITED STATES

Sponsored By
The National Planning Association

June 11-12, 1991

Hotel Washington
15th Street and Pennsylvania Avenue, N.W.
Washington, D.C.

AGENDA

Tuesday, June 11

9:00 - 9:15 a.m. — **Welcome**

Edward Masters - President, National Planning Association

9:15 - 10:30 a.m. — **General Session**

Speaker:

Donald Ephlin - Senior Fellow, National Planning Association, and former Vice President, United Automobile Workers

10:30 - 10:45 a.m. — **Refreshment Break**

10:45 a.m. - Noon

Speaker: Charles Lee - President & Chief Operating Officer, GTE Corporation (Invited)

(Over)

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THE FUTURE OF LABOR-MANAGEMENT INNOVATION IN THE UNITED STATES

Noon - 2:00 p.m.	Luncheon
Speaker:	Lynn Williams - President, United Steelworkers of America
2:15 - 5:15 p.m.	Case Studies - Teams of Labor and management representatives will describe labor-management cooperation projects from: General Motors (Shreveport, Louisiana) L.S.E. Steel Plant (Cleveland, Ohio)
5:15 - 7:00 p.m.	Reception

Wednesday, June 12

8:30 - 11:15 a.m.	Case Studies - Ford Assembly Plant (Wayne, Michigan) Kimberly-Clarke (Munesing, Michigan) (Invited)
11:15 - 11:30 a.m.	Refreshment Break
11:30 a.m. - 12:30 p.m.	General Session
Speaker:	John Dunlop - Lamont Professor Emeritus, Harvard University and former Secretary of Labor
12:30 p.m.	Adjourn

CONFERENCE ON
THE FUTURE OF LABOR-MANAGEMENT INNOVATION IN THE UNITED STATES

The conference will be held on Tuesday and half day on Wednesday, June 11-12, 1991, at:

The Hotel Washington
15th Street and Pennsylvania Avenue, N.W.
Washington, D.C. 20004
Telephone: (202) 638-5900
FAX number (202) 638-4275

CONFERENCE FEE $100.00
The fee includes luncheon, a reception/buffet, and two refreshment breaks.

TUESDAY, JUNE 11 CONFERENCE SCHEDULE
Registration will begin at 8:00 a.m. in the Washington Ballroom, Lower Lobby Level (LL).
The program will begin in the Washington Ballroom at 9:00 a.m.
The luncheon will be held in the Sky Room from Noon-2:00 p.m.
The reception/buffet will be held in the Parkview Room from 5:15-7:00 p.m.

HOTEL RESERVATIONS
NPA has obtained a special group rate for conference participants at $115.00 single, $125.00 double, and $350.00 for a suite (+11% city sales tax and $1.50 occupancy tax per room, per night). Registration for hotel rooms may be made directly with The Hotel Washington by calling 1-800-424-9540. Conference participants should identify themselves as attending the National Planning Association's conference. To receive the special group rate, reservations should be made by Monday, May 20, 1991. If you plan to arrive after 6 p.m., please guarantee your reservation with a major credit card. Check-in time is 3:00 p.m. and check-out time is 1:00 p.m.

Please make your conference registration check for $100.00 payable to the National Planning Association and mail the completed registration form to:

Jim Auerbach
National Planning Association
1424 16th Street, N.W. - Suite 700
Washington, D.C. 20036

Name _____

Title _____

Organization _____

Address _____

City/State _____

Telephone _____

Coalition of Labor Union Women
Greater Boston Chapter
c/o District 65, UAW, 636 Beacon St., Boston, MA 02215
617-536-6949

May 2,1991

To all CLUW Members -

Women at War Against Weld.

Never have we been under such attack. Everything we live with on a daily basis is being devastated... our jobs, our wages and benefits, critical services for our parents and our children. The Women at Work march and rally started out as a celebration of all working women. Now we must take to the streets to show our opposition to Weld's latest budget cuts. This event must be bigger than ever to demonstrate that enough is enough. The media is saying there is no opposition to Weld's latest budget cuts. This is our opportunity to say NO to WELD.

It's up to us to make the numbers big. We have one week to go before the Women at Work March and Rally. This event couldn't be better timed to provide the chance for all of us to stand up and say we won't take it any more.

We must have a strong union women's voice on Saturday, May 11. You can help.

• Talk to your co-workers, union sisters and brothers, family and friends about the march and rally. Get them to bring others.

There are flyers available with endorsers listed and flyers in Spanish. Call the Boston NOW office 782-1056, the Boston CLUW office 536-6949 or 354-2283 to get flyers for distribution.

• Hand out flyers at MBTA stations any day next week from 6:30am to 8:30am and from 4:30pm to 6:30pm. Call the Boston NOW office to sign up for a particular station and for the period of time you're available. We will get the flyers to you.

• Phone Bank at the Boston NOW office on Tuesday, Wednesday or Thursday nights next week (May 7,8,9) from 6:30pm to 9:00pm. Call 782-1056 and sign up.

• Make signs to carry at the march or bring your union banner.

• Help the day of the event.

* Help at the CLUW table giving out info on CLUW, selling t-shirts and buttons
* Be a marshall at the march. Call NOW before Friday for info.
* Pass the hat during the rally for Ina Mae Best
* Sell Women ar Work Buttons at the march and rally

•••CLUW members will meet at the Boylston MBTA station (corner of Tremont and Boylston) starting at 10:30am. Look for the CLUW "Shape the Future" Banner. Wear your CLUW T-shirt to the march and rally. We will be selling them there if you don't have one.

OTHER IMPORTANT INFORMATION

1. The Boston CLUW Chapter is forming a Health Care Task Force. All CLUW members are welcome to join it. We will be planning the activities for the chapter to address the health care crisis. Our first meeting will be on Wednesday, May 15 at SEIU 509 from 5:30pm to 6:30pm. Call Boston CLUW at 536-6949 for more information or just come that day.
2. We must respond to the Budget cuts. Call your legislators as soon as possible and tell them to:
   * Oppose the 50% payments for health insurance for state employees
   * Oppose the General Relief cuts
   * Vote against the repeal of the employer mandate for health care.
   * Oppose the critical Medicaid cuts

If you don't know who your legislators are, call the CLUW office.

Now is the time to take action. Call your legislators. Mobilize for the Women at Work March and Rally on Saturday, May 11.

WOMEN AT WORK

On the Job,
In the Home,
Against Discrimination,
For Justice and Equality.

To mark Mother's Day, join in a celebration of all women's work and a call for justice.

SATURDAY
MAY 11
11 AM–1 PM

MARCH at 11 AM
Boylston/Tremont Streets
downtown Boston

&

RALLY at 12 NOON
Government Center
Boston

Featuring: Ina Mae Best,
Black Workers for Justice; "On the Line"
Stories of Working Women and more

Bring your mothers, your children, your families and friends.
There will be face-painting, food and balloons for all.

Sponsored by: The Boston Chapter of
the Coalition of Labor Union Women (CLUW)
and the Boston Chapter of the
National Organization for Women
(NOW).

For Information
Call 782-1056

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607 BOYLSTON STREET
BOSTON, MA 02116
(617) 262-0550
FAX: (617) 262-0097

Bulletin

April 1991

C

Coming Home: Benefits and Human Resource Considerations as Military Reservists and National Guard Members Return from Active Duty

With the end of Operation Desert Storm, employers and plan sponsors need to consider the benefits and human resource issues raised by the return of employees who were called to active duty from the military reserves or the National Guard or who volunteered for that duty. In addition to what employers and plan sponsors may want to do to ease veterans' reentry to civilian life, they have certain responsibilities under federal law. There is no governmental or "small employer" exclusion, and the protections apply to all employees regardless of how long they were on the job before being called up. (The only exception is for "temporary workers" and that category is narrowly defined.) A summary of key requirements follows.

Because current federal law is actually a compilation of assorted rules adopted piecemeal over the past 50 years, and since the question of reabsorbing substantial numbers of veterans into the civilian economy has not commanded widespread public or Congressional attention since Vietnam, there are no clear answers to some important questions. Some of the many pending legislative proposals to clarify, rationalize and expand protections for Desert Storm and subsequent veterans are discussed in this *Bulletin* along with the current law. Plan sponsors should, of course, consult counsel for advice on all legal requirements, including applicable state laws, which supersede federal requirements (except possibly in connection with employee benefit plans) if they offer veterans more generous protection.

Employers and plan sponsors should be aware that reservists' rights depend on the nature of their call-up. This *Bulletin* addresses reemployment rights for those returning from active duty or training for active duty. Reservists returning from leave for regular annual training receive very different protections.

I. REEMPLOYMENT

1. Job Rights

The Veterans' Reemployment Rights (VRR) law was introduced as part of the Selective Training and Service Act of 1940. It has been modified from time to time in step with changes in the nation's defense needs and policies, but each revision has kept the same language to express the same central principle. Specifically, employers must reinstate returning veterans to their former positions or positions "of like seniority, status, and pay." A disabled veteran who is no longer able to perform

his or her former job, must be offered another job with "like seniority, status and pay, or the nearest approximation thereof" that is within the veteran's capabilities. (Pending legislation would make it clear that employers must make reasonable accommodation for a disabled veteran's handicap, if it would enable the returning veteran to work.) A small class of those who were activated may only be entitled to return to their own jobs, not a similar position as a substitute.

In order to ensure that their jobs are guaranteed, returning reservists and National Guard members must satisfy three requirements:

(1) Within a fixed time after release from active duty, the veteran must notify his or her employer that he or she wants to return to work. The deadline for seeking guaranteed reinstatement depends primarily on the nature of the individual's activation orders. Special rules apply to those called up on account of the Persian Gulf hostilities. Those released from active duty in connection with Operation Desert Storm on or after January 19, 1991, have 90 days after release to notify their employers of their intention to return to work. (Generally, reservists and Guard members called up in connection with what was then Operation Desert Shield, and released by January 18, 1991, have 31 days to contact their employers about returning to work.) For someone who was hospitalized for an illness or injury incurred in military service, the time in the hospital -- up to one year -- is added to the deadline for reporting back to work.

(2) The veteran must not have had a dishonorable or bad conduct discharge.

(3) The veteran must not have been on active duty for more than a total of four years (unless it was at the request of the federal government). Active duty service during war or other national emergency, including participation in Operation Desert Storm, *does not* count against the four-year limit.

The act extends the same protection to *all* reservists and National Guard members called to active duty in connection with the Gulf war, whether or not they were sent to the Middle East.

Most employees called up for Desert Shield/Storm duty were not obligated to give their employers any notice when they left for active duty, unless it was for training. Therefore, employers may not refuse to reinstate veterans who left without any warning. In fact, there is only one broad exception to the requirement that veterans who meet the above conditions be given their jobs back. It applies to employers whose "circumstances have so changed as to make it impossible or unreasonable" to reinstate returning veterans. There is no clear standard for what constitutes changed circumstances. Since the law generally requires employers to make a veteran's job available, even if someone else has been performing it in his or her absence, even a company that has cut back employment in the interim might have trouble proving that it cannot take a returning veteran back, unless it can show that the veteran would have been one of those laid off if he or she had not gone into the service or the employer has gone out of business or eliminated the function in which the veteran was previously employed.

2. Reinstatement

A veteran employee's military service is treated as a furlough or a leave of absence. The U.S. Supreme Court's first ruling under the Veterans' Reemployment Rights law set the theme: in *Fishgold v. Sullivan Drydock and Repair Corp.*, 328 U.S. 275, 284-5 (1946), the Court interpreted the law to mean that a veteran "does not step back on the seniority escalator at the point he stepped off. He steps back on at the precise point he would have occupied had he kept his position continuously." Congress subsequently incorporated the "escalator principle" into the statute.

One of the implications of the "escalator principle" is that a veteran employee could be entitled to a better job than the one he or she held before leaving for active duty. The determining factor is whether the employee can show with "reasonable certainty" that he or she would have received a promotion had he or she not been called to active duty.

In *Fishgold*, the Supreme Court also held that the length of military service must be taken into account in determining employees' seniority even if an employer or a collective bargaining agreement specifically excludes furloughs and leaves of absence from the determination of seniority.

The "escalator principle" applies in both directions. Returning veterans who would have been laid off if they had not been on active duty can be put back on layoff status, rather than in a job that they would not have held had they not gone into the service. They should, however, be given severance pay if they would have normally qualified for it. (The benefits implications of the "escalator principle" are addressed below.)

Once a veteran is reinstated, which should be within days of his or her request to return to work, he or she must be given "reasonable time" in which to learn or relearn the skills needed to perform the job. In addition, Desert Storm veterans released after the start of the war cannot be fired for one year after returning to work unless, of course, the employer has cause for firing the employee. (Reservists called up for Desert Shield and released by January 18 generally have 6-months job protection.) Returning employees receive this special protection even if they were on probation at the time that they left for military service. (*Derepkowski v. Smith-Lee Co.*, Inc., 371 F.Supp. 1071 (1974).)

There are a number of human resource issues surrounding the reinstatement of returning reservists and National Guard members. Temporary replacement workers who may have been hired under a short-term contract lasting several months in anticipation of a longer conflict, must relinquish their positions to the veterans who originally held them. Veterans may have difficulty reintegrating themselves into the workforce, especially if, like the vast majority of veterans, they are returning to a workplace from which few employees were called-up. Employers may want to remind veterans and their families of available sources of counseling, ranging from an employee assistance program (EAP) to military support groups.

3. Wages and Salaries

Employers are not required to pay employees during their active service in the military (if those who are on other kinds of leave would not be paid). Nevertheless, some employers choose to pay these individuals the difference between their wages or salary and their military pay. (This type of

pay supplement would, of course, be subject to all normal income, withholding and payroll taxes.) Irrespective of the course of action chosen by an employer during the conflict, courts have confirmed that once employees are reinstated they are entitled to any automatic wage and salary increases that they would have received had they not left for active duty.

II. BENEFITS

The Supreme Court's *Fishgold* decision specified that the "escalator principle" applies to "perquisites of seniority," including benefits associated with seniority, such as pensions. In addition, the requirement that a veteran's military service be treated as a furlough or a leave of absence means that returning reservists and National Guard members are "entitled to participate in insurance and other benefits offered by the employer" to the extent that other employees on leave were entitled to do so. That is, reservists must be treated in at least the same way that employees on leave are treated. Many employers, however, have made special accommodations for employees who served in the Desert Storm operations, and have given them better benefits than employees on leave.

As noted above, the reemployment rights laws do not require that employers pay returning veterans for the time they spent in the service. Similarly, employers do not have to provide returning reservists and National Guard members during their absence with benefits of the kind that are generally considered part of current, short-term compensation rather than those that are linked to seniority.

1. Health Coverage

The military provides active duty members with noncontributory coverage for virtually all health conditions, from the first day of active duty, with very minor deductibles and copayment requirements for certain services. The principal limitation is that the services must be provided at a military facility or, if elsewhere, with the authorization of the military health care authorities. And, most spouses and dependents of employees called to active duty in connection with Desert Shield/Storm became eligible immediately for noncontributory coverage under the governments's Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) health plan. (After a $50 annual individual deductible and a $100 deductible for a family, CHAMPUS covers 80 percent of allowable charges for outpatient services.) Unlike the military plan for those on active duty, CHAMPUS does not cover routine vision and dental care. CHAMPUS generally reimburses the cost of outpatient care from civilian providers, but in many cases costs for hospital care are reimbursed only if it is provided at a military hospital or if the necessary treatment is unavailable at a nearby military facility.

Although employees who went on active duty had this coverage available from the government, many plan sponsors elected to continue coverage for employees under the employer-funded plan. For the service member, that coverage paid for services not covered by the military -- e.g., care provided by the individual's private physician was not authorized by the military. CHAMPUS coverage for dependents, however, is always secondary to coverage under the employer's plan. Plan sponsors that continued coverage can, therefore, expect to be billed for care provided to dependents even if they were enrolled in CHAMPUS and treated in a military facility.

For employees whose health coverage ended when they went on military leave, plan sponsors were required to offer them, and their dependents, the option to continue their coverage under COBRA. This was confirmed by IRS Notice 90-58, released September 7, 1990, which explained that private

sector employers could not cut off employees' COBRA eligibility because of coverage from the military or under CHAMPUS. The reasoning here is that government-sponsored plans (including all public sector plans, not just those related to military service) are technically not "health plans" within the meaning of the COBRA cut-off provision under the Internal Revenue Code.

Whether or not employees who went on active duty during Desert Storm took COBRA coverage, under a just-enacted law (Pub. L. 102-12) plan sponsors must reinstate health care coverage for employees returning from Operation Desert Storm and their dependents as soon as they come back, and with no pre-existing condition limits. The employer-funded plan does not, however, have to provide coverage for service-connected health problems.

2. Retirement Benefits

(a) Pension Benefits. The U.S. Supreme Court has confirmed that the escalator principle means that reinstated veterans must be given benefit accruals under a defined benefit pension plan (as well as vesting credit) for the period of military service (*Alabama Power Co. v. Davis*, 431 U.S. 581 (1977)). Indeed, this includes benefit credit the veteran would have earned if he or she had been on the job, under a plan that was not even in existence before the person went on active duty. (Alabama Power's plan was adopted while Mr. Davis was serving in the military in Korea.)

Thus, pension accruals for the period of military leave are to be based on the pay and service that, in light of the individual's work history before and after going on active duty, it is reasonably certain that he or she would have had if the civilian job had not been interrupted.

It is unclear how these rules apply to defined contribution pension plans, such as money purchase plans and annuity funds. In contributory defined benefit plans, returning veterans must be permitted to make retroactive contributions for their time away, to restore their benefit accruals for that period.

(b) Profit Sharing and 401(k) Plans. The application of the Veterans' Reemployment Rights law to profit sharing and 401(k) plans is unclear. In *Raypole v. Chemi-Trol Chemical Co.*, 754 F.2d. 169 (1984), the U.S. Court of Appeals for the Sixth Circuit held that the law did *not* require an employer sponsoring a discretionary profit sharing plan to allocate contributions to the accounts of employees who were serving in the military because, under that plan's terms, contributions were more like pay for current service than "perquisites of seniority."

Even if it is not required, some employers have considered making profit sharing contributions for employees on active military duty in order to keep them truly whole despite the interruption in their civilian careers. That is allowed, but with a strong cautionary note because of tax code constraints. For one thing, under §415 of the Internal Revenue Code, whatever is added to the accounts of absent employees cannot be more than 25 percent of their actual pay from the civilian employer that year. (Proposed legislation would correct that so that, as is currently the case for employees on disability leave, contributions for employees on military duty would be allowed based on their previous pay rate.) There is also a question whether, if many of those who went on active duty are highly compensated employees, it is discriminatory under the tax-code to give them special benefit rights.

There does not seem to be any reason to doubt that employers that continued part of the called-up reservists' salary to supplement their military pay can treat those amounts like any other compen-

sation, for benefits purposes, including letting the employees make salary reduction contributions to a 401(k) plan from those payments.

(c) Participant Loans and Withdrawals. If employees' pay was stopped or significantly cut back while they were on active duty, special arrangements may have been needed for the repayment of plan loans that they had been paying through payroll deduction. For example, it appears that plan sponsors were allowed to have postponed loan repayments due while the borrower was on military duty, without triggering tax penalties. The law does not seem to make any allowance for extending the 5-year outside deadline for full repayment of the loan, including any postponed payments.

3. Disability and Life Insurance Coverage

Current law on life and disability coverage for reservists is ambiguous. In *Petry v. Delmarva Power & Light Co.*, 631 F.Supp. 1532 (1986), the district court in Delaware held that life insurance is *not* a "perquisite of seniority" so the veterans reemployment act did not require the employer to continue the coverage while an employee was on military duty. However, if and to the extent that a company does maintain life and/or disability coverage for employees on other types of leave, the general ban on discriminating against employees on military leave may require that they receive the same extended coverage. Thus there is a question whether long-standing, standard benefit plan exclusions that immediately cut off life insurance coverage for those who enter military service are enforceable.

To be safe in the future, plan sponsors that want to avoid the special mortality and disability risks faced by armed forces members in combat may want to add or modify coverage exclusions so that they apply more broadly to all deaths or injuries caused by war, warlike hostilities and acts of terrorism whether or not the person killed or hurt was in military service at that time.

Employees who lost coverage under their employer's group-term life insurance policy when they went on active duty should have been given the option to convert that to individual coverage. All returning veterans have the right to be covered immediately by the insurance plan as if they had never left.

4. Salary Reduction and Cafeteria Plans

When an employee or a dependent goes on unpaid leave, it is considered a "change in family status." Military leave is no exception, so employees called to active duty who participated in a salary reduction or cafeteria plan could change their coverage elections. Although there is no express rule, it is likely that called-up employees who continued to receive partial pay could also change their cafeteria plan elections.

The IRS has not stated that it would relax its "use-it-or-lose-it" rule to allow a cafeteria plan to refund salary reduction amounts that called-up reservists contributed to flexible spending accounts or enable then to keep any unused amounts in their accounts for future years.

III. VACATION

The law does not expressly address veterans' rights to vacation pay, and some issues surrounding it are not completely clear. In *Foster v. Dravo Corp.*, 420 U.S. 92 (1975), the U.S. Supreme Court

held that a returning veteran does not have to be treated as accruing additional vacation days during the period of military duty unless other employees on leave continue to accrue them while they are away. However, if the length of the vacation to which an employee is entitled depends on the length of the person's service with the employer, that is an attribute of seniority, so a returning veteran's period of military service should be counted in determining the length of vacation for which he or she is eligible in the future.

IV. SEVERANCE PAY AND UNEMPLOYMENT BENEFITS

Two U.S. Supreme Court decisions have confirmed that employers must take into account veterans' military service when determining severance or supplemental unemployment benefits. (*Accardi v. Pennsylvania Railroad Co.*, 383 U.S. 225 (1966), and *Coffy v. Republic Steel Corp.*, 447 U.S. 191 (1980).)

V. PENALTY FOR NONCOMPLIANCE

The Labor Department is responsible for helping returning reservists enforce their rights. At present there is no special penalty for failing to comply with the veterans' reemployment rights laws, however, an employer or plan could be held liable not only for the back pay and benefits to which the veteran was entitled but also to compensate for any losses caused by the fact that the benefits were withheld. (Pending legislation would add a potential civil penalty of up to $25,000 for each willful violation.) Courts also have the authority to order reinstatement.

VI. FEDERAL VETERANS BENEFITS FOR RESERVISTS

Under 38 USC §101(2), anyone who actively serves in the armed forces, and who is discharged or released under conditions that were other than dishonorable is considered to be a veteran. Among the federal veterans benefits for which reservists returning from active duty may be eligible are (1) Servicemen's Group Life Insurance (SGLI) for 120 days after separation or release from active duty training. (Reserve members are not, however, eligible for Veteran's Group Life Insurance unless they have a service-connected disability.), (2) disability compensation if they were disabled while on active duty, and (3) retirement benefits under the uniformed services retirement system, if they meet eligibility requirements, such as 20 years of "satisfactory Federal Service" as a member of the armed forces. Veterans should contact the Veterans' Administration for detailed information about their eligibility for federal veterans' benefits.

Plan sponsors should be aware that if veterans receive health care from a Veterans' Administration hospital for non-service-related medical conditions, the Department of Veterans' Affairs is authorized to collect "the reasonable costs" from the appropriate third-party payer, either an insurance company or a self-insured plan. The law also allows the Department of Defense to bill group health plans for inpatient medical care that retired veterans receive.

VII. LEGISLATIVE OUTLOOK

To date, over 100 bills designed to clarify, enhance or protect the rights of returning reservists and National Guard members have been introduced in the 102nd Congress. One, the Soldiers and Sailors

Civil Relief Act Amendments of 1991 (Pub. L. 102-12), has already become law, and several others have been passed by the House of Representatives.

The most significant proposals are summarized below.

1. H.R. 1578

In late March, Representative Timothy Penny (D-Minn.), Chairman of the House Veterans' Affairs Subcommittee on Education, Training and Employment, introduced H.R. 1578, the Uniformed Services Employment and Reemployment Rights Act, which reportedly incorporates much of a Bush Administration proposal to overhaul the veterans reemployment rights law, to update, strengthen and clarify it. If passed, the bill would:

- Expand rights under employer-sponsored health plans. Employers would be required to keep employees who are called to active duty covered under the health plan for up to 31 days after they begin military service. Thereafter, employees would have to request continued coverage, and agree to pay for it, in order to continue to be covered. (Note, this is intended to extend COBRA-type rights to reservists and National Guard members whose employers are not subject to COBRA, for example, because they have fewer than 20 employees, but the overlap with COBRA might end up generating confusion for employers and plans that must comply with both laws.)
- Change the distinctions in, for example, the deadline for reporting back to the civilian job, which are currently based on technical categories of military service or training, so that they relate instead to length of service regardless of the nature of the initial call-up orders.
- Add the civil penalty for willful violations, mentioned above.
- Give the Department of Labor (DOL) greater and clearer authority to prescribe implementing regulations, investigate noncompliance and resolve disputes.
- Make the employer that reemploys a returning veteran expressly liable for finding any pension benefits accrued on account of military service.

2. H.R. 796

H.R. 796 and parallel proposals in the Senate would exempt those who served in Operation Desert Shield/Storm from the extra 10 percent tax on early withdrawals from IRAs, annuities or pension, profit sharing or 401(k) plans, if they take the money out at any time between the date they were called up and 180 days after their release from active duty. The administration has opposed this on the grounds that even war veterans should be discouraged from dissipating their retirement savings.

3. S. 252

S. 252 proposes that veterans be allowed tax-free rollovers of their military separation pay into a qualified retirement plan or an IRA. The administration is against this proposal, which it feels would only benefit wealthier veterans who do not need their separation pay to meet the expenses they will face on returning to civilian life.

4. S. 281

S. 281 would, among other things, require all employer health plans (i.e., there would be no small employer exception) to provide COBRA-type continued coverage for the dependents of reservists called to full active duty. The Department of Defense would pay their premiums.

* * *

Some of this proposed legislation may become law, and the IRS and the DOL may decide to issue further official guidance on some of the unanswered questions about the current laws. For now, as their employees return from active duty, employers and plan sponsors should look to their counsel for advice on the various legal requirements. The Martin E. Segal Company is prepared to help its clients and their attorneys to develop appropriate strategies both to comply with what is required and to adapt benefit programs as necessary to ease returning veterans' reentry to the civilian workplace.

Communications Workers of America
AFL-CIO, CLC

3 New England Executive Park
Burlington, MA 01803
Tel. (617) 229-1810

Morton Bahr
President

Jan D. Pierce
Vice Pres.

Steve Early
CWA Representative

April 30, 1991

MEMO

To: Massachusetts CWA Locals

From: Steve Early

Subject: Legislative Alert On Upcoming Congressional Vote On Negotiation of Proposed U.S.-Mexico Free Trade Agreement

As indicated in the enclosed Boston Globe article, which appeared last weekend, the Bush Administration's proposed free trade agreement with Mexico will be a disaster for manufacturing plant workers in states like Massachusetts.

Members of our Congressional delegation--like Kerry and Kennedy--do not seem to fully understand this.

They need to hear from you and/or your members as soon as possible via calls or letters to the numbers and addresses on the enclosed flyer.

The vote to give Bush approval for "fast track", negotiation of a no-amendment agreement will be held before the end of May. The kind of deal that Bush is looking for will open the doors for the loss of even more jobs at AT&T and other unionized manufacturing firms.

Please take the time to act now--before it's too late!

U.S., Mexico, Canada

Free Trade or Fair Trade??

Runaway shops, lower wages, child labor, toxic dumping, untreated sewage, pesticide deregulation, water shortages, health and safety risks.....

Call or write:
Senator Ted Kennedy
US Senate - SR 315
Washington, DC 20510

(202) 224-4543
(617) 565-3170

Call or write:
Senator John Kerry
US Senate - SR 358
Washington, DC 20510

(202) 224-4742
(617) 565-8519

Tell them:

"We want public input and Congressional oversight of U.S. trade negotiations.

VOTE AGAINST GEORGE BUSH's 'FAST TRACK!' Then, let's talk about real economic development, environmental protection, human health and fair trade."

For more info:
Call Tim Costello, 508 374-4582, or 617 426-0410
Canada, US, Mexico Labor Solidarity Network
408 Highland Avenue, Somerville, MA 02144

labor donated

A nightmarish underside to the dream of a North American common market

STEVE EARLY and MATT WITT

On May Day, a holiday traditionally devoted to international labor solidarity, thousands of Mexicans will be in the streets, demonstrating against the proposed US-Mexico Free Trade Agreement and asking North Americans to oppose it as well.

The protest is one that workers here need to understand and join because the increased economic integration sought by the Bush and Salinas governments threatens working-class living standards on both sides of the border.

By the end of May, President Bush hopes to win House and Senate approval for conducting bilateral trade negotiations under a so-called fast-track procedure that would limit any future FTA ratification by Congress to a "yes" or "no" vote, with no chance for amendment.

If Congress permits this approach, multinational corporations will be that much closer to their main goal – which is transforming Mexico into a low-wage, regulation-free haven for North American runaway plants.

The greater capital mobility that business seeks will deprive Mexicans of much control over their economic future by strengthening the hand of the elite. Wealthy Mexican businessmen, bankers, landowners and politicians display little concern about the wretched living conditions, toxic dumping, job safety, health hazards, and other forms of worker abuse that are rampant in areas of the country already opened up to unfettered foreign investment.

Even with a recent increase in US business activity in Mexico, workers' wages have lost 60 percent of their buying power in the last decade, and millions of underemployed and unemployed peasants and laborers remain mired in poverty.

Their discontent is fueling workplace and political challenges to the 60-year rule of the autocratic Institutional Revolutionary Party, its government-dominated labor federation, and its employer allies. To a degree unheard of even in Eastern Europe or the Soviet Union, grassroots reform efforts are met with official violence, repression and rigged elections.

The proposed free-trade deal will lower the boom on many Americans as well, by further eroding the manufacturing base of key industrial states.

Private-sector workers will be faced with massive job elimination, such as General Motors' 1988 decision to shut down its Framingham plant and transfer the work of several thousand UAW members to assembly lines in Ramos Arizpe. In addition, the ripple effect of reduced incomes will hurt many local businesses. And in Massachusetts, the crumbling government sector will suffer from an accelerating decline of the tax base necessary to support essential public services.

Such job dislocation and downward pressure on living standards has occurred in Canada as the result of America's trade agreement with that country. According to the Canadian Labour Congress, nearly 250,000 jobs have been lost in the 28 months since conservative Prime Minister Brian Mulroney got reelected by a minority of the electorate and implemented free-trade policies now opposed by a growing majority of Canadians.

As more Canadian employers move south in search of nonunion labor, lower social-benefit costs, and weaker government regulation in the US and Mexico, there have been mounting domestic political attacks on Canada's superior social programs and strong workers' rights legislation. To keep jobs at home, Canadians are now told, they must give up many of their past gains.

American workers – already reeling from union disintegration and a steady decline in their real wages – have much less of a social safety net to lose. But if they're forced to "meet the competition" of cheaper labor too, they'll be undercut by – and dragged in the direction of – $4-a-day Mexican pay scales and some of the most appalling working conditions found anywhere in the Third World.

This nightmarish underside of the Bush-Salinas-Mulroney dream of a "Yukon to Yucatan" common market is triggering multinational resistance by trade unionists, women's groups, ecologists and other concerned citizens. The anti-free-trade forces argue that economic integration should not be used to reduce labor and environmental standards to the lowest common denominator of all three countries involved.

More equitable and mutually beneficial trade relations between North America and Mexico requires a major international-aid and development program south of the Rio Grande – combined with political democratization and a guarantee of real trade union rights.

Despite the obstacles they face, the independent unions and other popular movements on the march in Mexico next week represent North American labor's best hope for derailing the proposed free FTA and making long-overdue social and economic changes that would reduce the country's "competitive advantage" in the field of worker exploitation.

Without such changes, the increasingly intertwined fates of workers on both sides of the border will be grim indeed, as our standard of living becomes more like theirs – rather than the other way around.

Steve Early works for the Communications Workers of America. Matt Witt lives in Mexico and recently helped form the US-Mexico-Canada Labor Solidarity Network.

The Boston Globe

THE BOSTON GLOBE • SATURDAY, APRIL 27, 1991

FOOD & ALLIED SERVICE TRADES
DEPARTMENT - AMERICAN FEDERATION OF LABOR & CONGRESS OF INDUSTRIAL ORGANIZATIONS
815 Sixteenth Street, N.W., Suite 408 • Washington, D.C. 20006 (202) 737-7200

FAST
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AFL CIO

ROBERT F. HARBRANT
President
JEFFREY L. FIEDLER
Secretary-Treasurer

29 April 1991

RECEIVED
MAY - 1 1991

Joseph Faherty
President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, MA 02108

Dear President Faherty:

It was a pleasure to meet you recently at the Labor-Management Discussion Group on Workers' Compensation meeting in your hometown. It's always good to come to Boston and I thought our meeting was informative and productive.

I enjoyed hearing about some of your experiences in Massachusetts and getting the well-honed insight of a former utility worker.

Take care and I look forward to meeting you on other occasions.

In solidarity,

Keith R Mestrich

Keith R. Mestrich
Director of Special Services

AFFILIATES: Bakery, Confectionery and Tobacco Workers International Union • Distillery, Wine and Allied Workers International Union • International Union of Operating Engineers • International Brotherhood of Firemen and Oilers • Association of Flight Attendants • Glass, Molders, Pottery, Plastics and Allied Workers International Union • American Federation of Grain Millers • Hotel Employees and Restaurant Employees International Union • Laundry and Dry Cleaning International Union • Oil, Chemical and Atomic Workers International Union • United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada • Transportation-Communications International Union • Retail, Wholesale and Department Store Union • Seafarers International Union of North America • Service Employees International Union • United Food and Commercial Workers International Union.

C

HARVARD UNIVERSITY
TRADE UNION PROGRAM

DR. ELAINE BERNARD
Executive Director

17 DUNSTER STREET
SUITE 205
CAMBRIDGE, MA 02138
(617) 495-9265

April 29, 1991

Mr. Joseph Faherty, President
Mr. Robert Haynes, Secretary-Treasurer
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

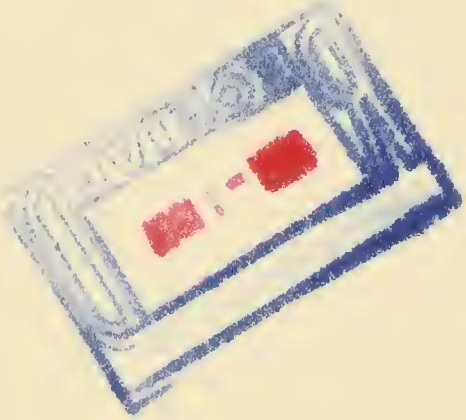
Dear ~~Mr. Faherty~~ Joe and ~~Mr. Haynes~~ Bob:

I am writing to thank you for your presentation during the Harvard Trade Union Program's Special Topic Seminar series on Education and Training: "The Massachusetts State Federation of Labor Education Outreach". Your contribution greatly added to the overall success of our 80th session, our largest ever. Our participants all agreed that your lecture generated a great deal of thought and discussion. We have no doubt that they will continue to discuss the issues and ideas you raised now that they are back at their various unions throughout the world.

Next year's program is scheduled to run from January 13 - March 20, 1992 and will be our 50th anniversary! I have enclosed a brochure describing next year's program. We also received some campus-wide publicity this year, and I am passing along copies of that as well. Again, on behalf of the participants, faculty and staff of the Trade Union Program, thank you for your important contribution to the 1991 session.

Sincerely,

Elaine Bernard
Executive Director



Professor David Kuechle of the Graduate School of Education teaches *Public Sector Labor Relations* at a recent session of the Harvard Trade Union Program.

Photo by Laura Wulf

Where the Real World Meets the Classroom

Union leaders and faculty tackle issues of American labor in the Harvard Trade Union Program

By Ken Gewertz
Gazette Staff

Every year since 1942, Harvard has hosted a group of trade union officials who come to the University for several months of intensive academic study.

Any program that has lasted nearly half a century must be doing something right, and the secret of the Harvard Trade Union Program (TUP) seems to be that its students bring at least as much to it as they take away.

"Most labor programs are about academics studying labor, putting labor under a microscope," said Elaine Bernard, executive director of the Program. "But this program is more of a collaboration. The faculty learns as much or more from it as the students do."

The 10-week intensive course extends to union representatives the same advanced level of education that the University offers to executive-level individuals from the fields of business and government.

Each year approximately 30 trade union representatives come to Harvard to study. This year's group included participants from Canada, Poland, Japan, and Australia, as well as a third-generation TUP student, Sam Talarico, a union organizer from Local 1 of the Food and Commercial Workers of Utica, N.Y.

Faculty members who teach in TUP are more numerous and more varied than those of any other Harvard mid-career program, according to Bernard. They include professors from the Business School, the Faculty of Arts and Sciences, the Graduate School of Education, the Kennedy School, the Law School, as well as faculty from other institutions, including M.I.T., UMass, Boston College, Boston University, Brandeis, Rutgers, the University of Connecticut, and the University of Wisconsin.

The bulk of the faculty are recruited by the Program's co-chairmen, Richard Freeman, Herbert S. Ascherman Professor of Economics, and Paul Weiler, professor of law, but Bernard takes an active role in searching out potential instructors as well.

"I'm like a talent scout," said Bernard. "I'm always going to lectures, seminars, looking for people with ideas that labor should know about. And there are very few people who say no. The faculty who participate aren't paid extra, but they're willing to contribute their time and effort because they recognize that labor is a group that we don't speak to enough."

The curriculum includes courses in labor history, arbitration, union administration and governance, employee relations, and strategic planning. But there are also lectures on such issues as "Fetal Risks vs. Women's Rights in the Workplace," the issue of genetic screening, and, turning the spotlight on the University itself, a presentation on labor relations at Harvard with labor expert John Dunlop, Lamont University Professor *Emeritus*, and Kris Rondeau, organizer with the Harvard Union of Clerical and Technical Workers.

Participants in TUP find these courses valuable in dealing with the very real problems they face as union leaders.

"Unions need to stay progressive rather than just react to situations as they happen," said Robert Ford, political action director of the International Firefighters Association, Local 493 of Phoenix. "The Program has given me an insight on why some of the problems of labor unions

(Continued on page 9)

Trade Union Program: Offering Insights on Challenges of Labor Unions

(Continued from page 7)

have happened and how we can do things differently to emphasize strategic planning and to be more effective in taking care of our union members."

Garfield Bright, national representative for the National Education Association, is also enthusiastic about the insights the Program has given him. "It's a very valuable experience as well as an enjoyable one," he said. "It has given me a view of labor's big picture for the first time. I won't be the same person when I go back to my job."

For Diane Davidson, executive vice president of Local 500 of Service Employees International from Gaithersburg, Md., the program has had a similarly transforming influence.

"It was a tremendous amount of work, but that was just preparation for the very high quality of the presentations. I'm ready to go back renewed for new challenges," she said.

TUP's success is all the more remarkable considering that in many ways the interests of private universities like Harvard and those of the trade union movement can be seen as divergent.

"Labor often perceives post-secondary institutions with some hostility," Bemard wrote in an article, "Labor Programs: A Challenging Partnership."

". . . Labor is critical of what they see as the exclusive nature of institutions of higher learning. Most unionists believe universities and colleges have explicit business, management, and professional orientation and bias."

Bernard, a high-school dropout who became interested in advanced study while working at Carleton University in Ottawa as a machinist, considers herself both a trade unionist *and* an academic.

As a holder of a bachelor's degree from the University of Alberta, a master's degree from the University of British Columbia, and a doctoral degree from Simon Fraser University, she does not dispute that labor's interests are in many respects different from those of the university, but she points out that it is primarily the faculty whom participants deal with, and faculty are universally enthusiastic about sharing their knowledge with this eager and challenging audience.

"They know the faculty are here because they want to be. We have no sanctions or rewards. All we can do is give the faculty the pleasure of teaching in our program. But it's obvious that they like to work with these people, and the participants can feel that," she said.

Paul Weiler, the TUP's faculty chairman, agrees. "I think there is something of a class divide that's somewhat sharper than one would find in the Business School or in the Kennedy School, but it's not as stark as one would suppose. And one of the attractions for faculty is that they get to deal with a very different type of student than they would see otherwise. There is some tension, but it's a creative tension," he said.

Teaching in the program can provide

(Continued on next page)

Trade Union Program Studies Labor Issues

(Continued from previous page)

faculty with the sort of experience they can get almost nowhere else. According to Bernard, faculty members involved in the Harvard Program on Negotiation have been one of the groups eager to interact with TUP participants.

"Here's a chance to talk in an academic setting to a group of people who are very experienced bargainers and to get honest feedback from them. Actually roarback would be more like it," she said.

Although TUP has lasted half a century, there have been times in its long history when its survival was in doubt. Originally part of the Business School, the Program flourished during the 1940s, '50s, and '60s, but as organized labor began to decline as a segment of the workforce, the Program declined as well.

In the mid-1980s, the Business School was on the verge of terminating the Program, when Harvard President Derek Bok asked Dunlop, who has taught in the Program from the beginning, to reorganize it under the President's office.

"From being a program that was almost dead a decade ago, it has become the most vibrant program of any of the mid-career executive programs," said Weiler.

Now with organized labor comprising approximately 17 percent of U.S. labor, trade unions are not the force they once were, although they still represent a substantial segment of the population. On the international level, the situation is different, with labor actually growing in some countries.

"American labor knows it needs to change some things, and people come here for help with that process," Bernard said. "It's not that Harvard has the solution, but we're a terrific environment in which they can work out answers."

The Harbus News Feb. 18/91 Harvard Business School

Feature This

Union Leaders And MBAs Search For Solidarity

BY MARIA GALLO

Union insignias on name cards are the norm. So is rubbing sboulders with the leadership of the AFL-CIO, Poland's Solidarity union, and the Fire Fighters Local 1311. But, tben again, Employee Relations Strategies (ERS) is not your typical Harvard Business School course. In fact, this second year elective, taught hy Professor Charles Heckscher, is a unique experiment in graduate business school education. ERS brings together 61 Harvard MBAs and 36 union leaders from the Harvard Trade Union Program (TUP). It is less a course of "studying" labor relations than of "experiencing" labor relations. The challenge is hridging the gap between

photos by Marcus Juniel

strongly held values, beliefs, and patterns of behavior.

ERS has a long bistory. Part of the Business School curriculum for over 40 years, it is the only MBA course held jointly with another program at Harvard University. Reaction among MBA participants heading for careers in consulting, public management, manufacturing, and human resource management is overwhelmingly positive. According to Tom Reeder, ERS fills a gap in the MBA program. "We just don't study labor unions enough in other courses at HBS. By being elbow to elbow with these folks, MBAs can better understand their perspective."

Caryn Kaftal, President of the Human Resource Management Club at HBS, agrees: "Exposure to other points of view stretches our decision-making horizons and leads us to better labor-management solutions."

The Harvard Trade Union Program was established in 1942 as the country's massive war production needs placed new demands on union leadership and management. The idea of executive level education for labor leaders, in the spirit of HBS's Advanced Management Program for senior level managers, was promoted by Harvard's Sumner Schlicter and AFL-CIO President William Green. At that time, faculty for the program included industrial psychologist Elton Mayo and John Dunlop, future Secretary of Labor and "dean of U.S. industrial relations," who is still active in the program today. Once a year-long program, the TUP is now an intensive 10-week session designed to develop skills and practical tools essential for union management and leadership.

Elaine Bernard, Executive Director of the TUP, views the program as "labor's door into Harvard and Harvard's door into the labor movement."

The TUPs are exposed to an interdisciplinary team of renowned educators, who volunteer to participate in tbe program. Lecturers include Noam Chomsky, Jobn Kenneth Galhraith, Martin Feldstein, Charles Freid, and Robert Reich. The TUP also invites lahor leaders, such as the charismatic Lynn Williams of the United Steelworkers of America, to participate in a special seminar series.

The 80th session of the TUP includes union leaders from the United States, Australia, Japan, Canada, Poland, and a third generation participant, Samuel Talarico of the Food & Commercial Workers. After a competitive selection process, the TUPs are subject to a rigorous schedule of case preparation. The transition seems strange to some. Gary Pelkey, Business Manager and President of the International Union of Operating Engineers, San Diego, noted, "Just a few weeks ago I was a production welder in a turbine plant and now I'm full time student." But most TUPs feel that they have a lot to share with the MBAs. "Most MBAs come into the field of management with idealized perceptions about the world of the worker. Our contrihution in the classroom setting is to create a new reality," said Garfield Bright, Organizational Specialist with the National Education Association.

The ERS syllabus reflects the tough issues that labor and management seek to resolve. In-class negotiation exercises and discussions of strike situations, such as The Daily News, provide participants with "experiential" learning. Quality of work life programs, "runaway" plants in Mexico, and systems of co-determination in Europe also provide rich topics for analysis.

Ultimately, Heckscher believes that the course is about diversity. As a facilitator who has worked with the Communication Workers of America and author of The New Unionism, Heckscher tries to "legitimate differences about issues individuals believe passionately by throwing open the norms of discussion." Even though the class has met for several weeks, at least one MBA feels that "there is a lot of tension in class participation due to pent up emotions on both sides." Second year student Deborah Evans agrees: "I can sense the passion for unionism among the TUPs and hear it in our dehates." But progress towards finding common ground is being made.

Many of the MBAs and TUPs are developing friendships beyond the classroom, at labor-related lectures across the river and in Boston, as well as the Shad Pub. As Kaftal sees it, "Part of the Business School experience is a building a network, and exposure to 36 union leaders is an extension of that network." On Wednesday, February 13, the ERS participants met after class in McCullogh Lounge for a pizza party, organized hy MBAs Jennifer Hendrian and Victor Vadaneaux. The group may plan other social gatherings in the future, and several MBAs and TUPs have expressed interest in a film series to further explore labor-management issues.

C

The Commonwealth of Massachusetts
House of Representatives
Committee on Criminal Justice

REP. JAMES T. BRETT
CHAIRMAN

STATE HOUSE, BOSTON 02133
TEL. 722-2900

April 22, 1991

Mr. Joseph C. Faherty
President
Massachusetts AFL-CIO
8 Beacon Street/3rd Floor
Boston, Massachusetts 02108

Dear Mr. ~~Faherty~~: Joe

As it may coincide with your interest in the issues and developments that have affected the ability, by Amtrak workers, to provide efficient and safe commuter rail transportation services and the difficulties they consistently experience from Amtrak's management, I am enclosing a copy of correspondence I addressed to the MBTA's Acting General Manager, James Rooney, to illustrate the intolerance members of the Boston Delegation feel about the mistreatment Amtrak workers continue to experience by a management team that is clearly disinterested in their credibility they may be losing among certain officials in the Commonwealth.

As you may already know, I have been closely monitoring these unpleasant developments for over a year, since a contingent of Amtrak employees from the Savin Hill neighborhood first approached me to ask for assistance. I find Amtrak management's treatment towards their employees and their disregard towards the residents of South Boston's Andrew Square community (who have had to suffer the noise pollution problems at the Southhampton facility) quite offensive.

Since it now appears as though mediation by public officials, which employees have a right to pursue, has become the latest focus of Amtrak management's scape-goating tactics, Rep. Paul Gannon, Councilor Jim Kelly and I all felt compelled to enjoin our efforts with the position taken in the letter to James Rooney and the MBTA's Transportation Department, expressing our displeasure about management's intimidation of its workforce and its general arrogance towards the state's transportation contractor, public officials and residents who are forced to endure the inconveniences posed by management's deliberate imposition of policies for its rail facilities that disturb and conflict with the tenor of the community.

Please feel encouraged to explore these claims further and do not hesitate to contact my office for clarification or additional information on this or any of the issues I mentionned. Be assured that many elected officials 'on the Hill' and those at City Hall commiserate with the plight of the Amtrak worker, who bears a tough enough burden in these economic times without benefit of a salary increase after more than five years.

Cordially yours,

James T. Brett

JAMES T. BRETT
Chairman

JTB/af
enclosure
cc: Charlie Moneypenny, President/Transport Workers Union of America

The Commonwealth of Massachusetts
House of Representatives
Committee on Criminal Justice

REP. JAMES T. BRETT
CHAIRMAN

STATE HOUSE, BOSTON 02133
TEL. 722-2900

April 10, 1991

Mr. James E. Rooney
Acting General Manager
Massachusetts Bay Transportation Authority
Transportation Building
10 Park Plaza
Boston, Massachusetts 02116

Dear Mr. Rooney:

Ref: Amtrak's Proposed Job Transfer Plan
Boston Herald Article/April 10, 1991

Although the article which appeared in the Boston Herald ("Union rips Amtrak job transfer plan as 'vindictive' move"/Laura Brown; see attached copy) alludes to the MBTA's decision to remain neutral in the dispute over the recent clamor which arose in the aftermath of the announcement of a proposed relocation of 21 Amtrak train mechanics to the Boston Engine Terminal, we would like to go on record by expressing our extreme displeasure over Amtrak's management's efforts to resort to this and other intimidating tactics being used to derail and obstruct its workforce from making overtures to their elected officials on issues which impact unfair employee treatment, safety and relations between the company and the communities it serves.

Because the MBTA contracts with Amtrak to operate its commuter rail service, the MBTA has a certain commitment to ensuring that experienced and qualified employees are being assigned to perform the operations and maintenance on equipment deemed consistent to the standards and guidelines observed by the state's public transportation regulations. The article's reference to the "T"'s spokesperson's intention to "monitor the situation" motivated an approach in writing to put the series of these ongoing dilemmas into perspective to present 'the bigger picture' to MBTA transportation officials and provide clarification about the mediation efforts made by public officials on behalf of the labor workforce.

We trust that you will bring this letter to the attention of your Transportation Director, Mr. Ralph Duvall. Some of the initiatives taken and calls made on behalf of Savin Hill Amtrak employees in the past six months may be already familiar to Mr. Duvall and I doubt that he is unaware of a symptomatic tendency by Amtrak's management to gag or suppress workers who are lawfully and constitutionally entitled to seek representation from any city, state and/or federal official supportive of their plight. This is their right. Were Amtrak as committed to its labor force as it appears to be to its revenues, these problems would be successfully resolved and contained with more flexible and sensitive bargaining agreements and negotiations policies.

It has become very apparent during the course of the past year that Amtrak management is more interested in doing business and acquiring contracts than it is in improving its sagging relations with the labor workforce. Correspondingly, higher revenues earned for the company, which must be attributed to the performance of its skilled labor force, have yielded increased perks and raises for management while the workforce endures the kind of salaries which have not seen increases in more than five years.

This is not the kind of credo that bodes well for the profile of any company aspiring to achieve the kind of productivity, growth and progress that would assure the success of their public relations prospects.

Specific issues aside, one cannot help but observe the coincidental timing of Amtrak's announcement

to transfer 21 union brake-check workers from the Southhampton facility to the Boston Engine Terminal -- a proposal whose implementation was announced on the heels of a visit made by a congressional aide last week.

Although spokespersons from among Amtrak's management personnel based in the Commonwealth refute the coincidence cited between the abrupt announcement of a newly-materialized proposal and the sequential events that have prompted its implementation, a series of similar patterns have reaffirmed this perception and generated a sense of skepticism about the confidence placed in Amtrak's management: by its employee workforce, by the transportation agency which has contracted with the commuter rail company and by public officials who have a responsibility to place the concerns of its districts above the concerns of a corporation headquartered out-of-state.

During the past year, there have been a sufficient number of reactionary management responses which bear close scrutiny for the underlying signals being sent by these messages. And, while a commuter rail service is critical to our mobility around the Northeast corridor, policies that infringe on the constitutional rights, safety and welfare of the workforce merits speculation, investigation and disdain. In the case of Amtrak, who has made itself more arrogant and less welcome to residents, communities and officials in the Bay State, this practice has been more the rule than the exception in recent history.

In conclusion, it is our impression that Amtrak's management personnel -- in the effort to stretch its corporate arm beyond its legal boundaries -- have formulated strategies to vindicate those who take actions that exceed management's grasp. By doing so, it further aggravates rather than ameliorates the ongoing disputes between labor and management which ultimately succeeds in alienating the Amtrak corporation from those very sources of support it depends on to assure (or do we mean 'restore'?) confidence in its service, safety and employee relations policies.

That said, we hope that the state's transportation authority will adopt a more vigilant and active role over the broad ramifications and long-term repercussions that are bound to affect the contractual partnership between the MBTA and Amtrak in view of the disputes that have overshadowed the negotiations and operations climates.

Please be assured of our genuine concern for the disruptions this recent development is bound to cause with the provision of safe and efficient public and commuter rail transportation services and acknowledge our support and commiseration for Amtrak employees whose own abilities and performance have been seriously impeded by the intimidation that continues to be visited on them by their employers.

Thank you, in advance for your acknowledgement of this important matter. With respectful regards, we remain

Very truly yours,

James T. Brett
JAMES T. BRETT
State Representative

Paul
PAUL GANNON
State Representative

James M. Kelly
JAMES M. KELLY
City Councilor

JTB/af
enclosures

cc: The Hon. William M. Bulger, Senate President
The Hon. Joseph J. Moakley, Congressman
b/c's: Charlie Montgomery, President / Transport Workers Union
Daniel J. Ryan
Joseph C. Faherty, President / Mass. AFL-CIO

Union rips Amtrak job transfer plan as 'vindictive' move

By LAURA BROWN

Amtrak union officials charged yesterday the company is punishing workers for talking with a congressional aide who is probing the railroad's management and safety practices.

Charles Moneypenny, president of Transport Workers Union Local 2054, called an Amtrak plan to transfer 21 workers who check brakes at North and South Station "vindictive" and "dangerously unsafe."

Moneypenny said he first heard about the plan Friday, one day after a congressional aide visited workers in preparation for May hearings before a House committee.

Philip Hebert, Amtrak acting facility manager at the Boston Engine Terminal, yesterday claimed the plan has not been finalized and denied management was retaliating against union members.

He said the plan involved abolishing the carmen's jobs at North and South Station and relocating the workers to Amtrak's main repair facilities.

The workers currently inspect brakes on trains and make minor repairs, if necessary.

Hebert called the workers' function "a backup," that is "not required."

Moneypenny suggested that moving the workers would make it easier for Amtrak to let problems go uncorrected.

"Now when something comes in off the road with a problem, they'll have to ship it off to the Boston Engine Terminal, or more likely just put it back on the road," Moneypenny said.

He added he had never heard of any Amtrak plans to move the carmen until after the congressional aide visited.

A spokesman for the MBTA, which contracts with Amtrak to operate its commuter rail service, said the T was not involved in the dispute, but would be monitoring the situation.

Boston Globe →
April 10, 1991

New England News Briefs

Amtrak union hits transfers

Union officials representing Amtrak train mechanics at North Station and South Station say a threatened transfer of 21 brake inspectors to an engine terminal will compromise safety and is in retaliation for talking with a congressional investigator about safety problems.

In a letter to Philip Hebert, Amtrak's acting facility manager at the Boston engine terminal, Charlie Moneypenny of the Transport Workers Union of America Local 2054, said the proposal is "vindictive and

U.S. - MEXICO TRADE NEGOTIATIONS

AFL-CIO · 815 SIXTEENTH STREET, N.W. · WASHINGTON, D.C. 20006

202/637-5010 FAX 202/637-5058

C

April 26, 1991

ADVISORY

For your information, enclosed are some materials on the U.S.-Mexico trade negotiations.

We will send you new materials as the debate continues.

For more information, feel free to call the AFL-CIO at (202) 637-5010.

U.S.-Mexico Trade Pact: A Disaster Worthy of Stalin's Worst

Counterpoint

By Lane Kirkland

The Wall Street Journal has trumpeted support for the U.S.-Mexico free-trade agreement. The paper touts the unconditional flow of goods and services across the Mexican border as a cure-all for whatever social, economic and environmental problems now exist in either country.

But what is the basis for this argument? Essentially, it is this: If the tightly regulated economies of the Soviet Bloc and China produced vast degradation, then the opposite must also be true—free trade with Mexico will bring Heaven on Earth.

If this tortured reasoning is the best proponents can muster in favor of the agreement, then the Bush administration's "fast-track" strategy to prohibit amendments and limit debate makes perfect sense. Otherwise, the American people might learn the facts about the free-trade agreement and its disastrous potential for people on both sides of the border.

What, specifically, do the proponents have to fear from public debate?

For starters, we might get a full airing of what's going on with the *maquiladora* program, a miniature version of U.S.-Mexico free trade that currently enables U.S. firms to set up factories on the Mexican side of the border and export back to this country with minimal duty charges.

During the past decade, hundreds of U.S. companies, lured by Mexico's "comparative advantages" of rock-bottom wages and lack of effective government regulations and enforcement, have shut down factories in the states and relocated them in the *maquiladora* areas. While hundreds of thousands of American workers were losing their jobs to this dislocation, more than a half-million Mexicans working in *maquiladora* plants were joining the ranks of the most crudely exploited humans on the planet.

The result has been social and environmental conditions along the Mexican side of the border that rival any of the well-publicized disasters of the worst Stalinist regimes. But Journal editorialists do not have to take my word for it. They need only look at their own news pages to learn the facts about the *maquiladoras*.

Quoting from a Sept. 22, 1989, story: ". . . their very success is helping turn much of the border region into a sinkhole of abysmal living conditions and environmental degradation."

That article goes on to describe workers living in cardboard hovels with no running water or sanitation facilities, raw sewage and industrial toxins dumped into rivers that provide recreation and drinking water for local residents, and people huddling together for warmth at night.

Earlier this month, the Journal told the story of a promising 12-year-old student whose family's poverty has forced him to leave school to join his father and many of his contemporaries at a shoe factory making $34 a week. The article left no doubt child labor is the rule, not the exception.

Other news reports from the region tell of the rising hepatitis rate along rivers flowing from the *maquiladora* areas into the U.S. A study of one Texas border town showed that everyone living there had been exposed to the disease at least once by the time they were 20 years old.

Yet the *maquiladoras* continue to be lauded as a godsend to Mexican workers—a source of desperately needed jobs and economic development for an impoverished region.

After all, say the proponents of the free-trade agreement, these jobs are better than no jobs at all.

But are they really? A few years ago, when Mexican wages were actually higher in dollar terms than they are today, an article in the pro-maquiladora Twin Plant News advised U.S. parent companies that they could "keep their minimum wage people at the minimum wage" by collecting donated clothing and blankets for their Mexican employees because "many of [their] houses are poorly heated, if heated at all, and warm clothing and blankets feel good on those cold nights."

And to keep their employees from going hungry, the magazine suggested: "How about a free kilo of tortillas each week or a few kilos of frijoles?"

If these jobs are so good for Mexican workers, then why do they need handouts to survive?

As for the prospect of American workers finding new jobs in industries that produce goods for the newly opened Mexican market—what do they propose we sell to people who earn $27 a week?

But these are the kinds of issues that proponents of the U.S.-Mexico free-trade agreement want to avoid. "Fast track" authority would help them do it by limiting the debate before Congress to one simple question: "Are you for free trade or against it?"

In this scenario, proponents are sure to argue the agreement is a necessary step for America to compete in an era when Europe is heading rapidly toward a single market. But the proposed "Yukon-to-Yucatan" common market has little in common with that of the European Community.

For instance, the European Common Market contains a Social Charter setting rights to social assistance, collective bargaining, vocational training and health and safety protections. The Europeans have also created a $68 billion Regional Development Fund to narrow the gap in per-capita income between rich and poor countries within the market—a gap that is only one-fifth as wide as the one between the U.S. and Mexico.

As currently described, the proposed U.S.-Mexico free-trade agreement would contain none of these social dimensions. And "fast track" consideration would prevent Congress from insisting that such provisions be included.

In this way, the insistence on the fast track consideration of the agreement speaks volumes about who this agreement is really intended to help.

Proponents of the agreement, the Journal included, have made it clear that any such conditions would render it worthless. They don't like the idea of large multinational corporations being forced by law to provide better than subsistence wages or having to contribute to a tax base to build sewers, roads, schools and other basic necessities of a decent and civil human society in the communities where they extract their profits.

Has our idolatry of the free and unregulated market really come to this?

The fact is that trade is good for workers on both sides of the border only when it is carried out side-by-side with minimum standards on wages, benefits, safety and environment. Without them, it merely serves as a vehicle for capital to locate where labor is cheap and government governs least.

The problems of poverty and economic development in both the U.S. and Mexico are too serious to be left solely to the interests of private capital. And the proposed free-trade agreement between the two countries is far too serious a matter to be kept from the realm of public debate and left largely to these same interests.

We need a full airing of views so that the American people can decide for themselves whether this agreement is in their long-term interests. Undoubtedly, they'll see it for what it is—a golden opportunity for the rich to get richer at the expense of the working poor.

Mr. Kirkland is president of the AFL-CIO.

WARNING

A Fast Track To Environmental Hazard

Roll Call, Washington, D.C.
April 25, 1991

What would fast track trade negotiations between the U.S. and Mexico really produce?

From the standpoint of environmental quality, it would mean a high stakes gamble with virtually no controls in place to enforce environmental accountability.

In short, the environmental risks associated with fast track are staggering.

Take clean air.

Why should the Congress rush to write an environmental blank check so soon after completing work on the Clean Air Act? All the fancy trade rhetoric doesn't change the fact that El Paso is today exempt from federal air quality standards. That's because of pollution blowing across the border from hundreds of maquiladora plants that are environmentally out of control.

Add to that, no enforcement.

While Mexican statute books are thick with environmental laws and regulations, enforcement is another story. And U.S. companies take advantage of those toothless laws. In a 1990 report of the U.S. International Trade Commission, a Mexican government official explained "Mexico does not want industries that pollute, but we must remain competitive, that's why we don't push environmental enforcement."

There's a lot at stake here. And a lot of important considerations are getting pushed aside in the fast track rhetoric. The reality is that there is going to be a lot of environmental agony.

Since pollution respects no boundaries, Congress must take the time to debate and amend to ensure that the environment of both countries is protected. This issue—and its long-term political and economic ramifications—deserves a lot more than a simple up or down vote.

Congress should reject fast track ... it's a shortcut to disaster.

AFL-CIO · 815 SIXTEENTH STREET, N.W. · WASHINGTON, D.C. 20006

JOHN F. KERRY
MASSACHUSETTS

United States Senate
WASHINGTON, D.C. 20510

C

April 25, 1991

Mr. Joseph C. Faherty
Massachusetts/AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Faherty:

Thank you for contacting me to express your opposition to President Bush's request to extend fast-track procedures for a trade agreement between the United States and Mexico.

Fast-track authority is a procedure that permits the President of the United States to negotiate a trade pact that Congress cannot amend, forcing a straight up-or-down vote on a trade agreement. Since fast-track authority expired on March 1, 1991, President Bush has asked for a two year extension of the procedural tactic in order to resume the General Agreement on Tariffs and Trade (GATT) talks and to begin negotiations with Mexico on a free trade pact.

I share many of your concerns regarding the extension of fast-track procedures. When Congress granted the President fast-track authority in the 1988 Trade Act, it did not envision bilateral trade talks between Mexico and the United States. The fast-track device was meant to facilitate a successful conclusion to the global trade talks that had already started under the auspices of GATT. However, the stalled GATT talks have changed the dynamics of the trade debate. It has prevented the Bush Administration from submitting to Congress a global trade agreement before the expiration of fast-tract authority. Now President Bush wants Congress to extend this authority not only to complete the GATT negotiations but also to start trade talks with Mexico.

While I support expanding our international free trade system, I feel that the Bush Administration must work more closely with Congress to address the legitimate concerns of American workers and businesses. Issues such as wage disparities, environmental regulations in Mexico, and labor protection laws must be resolved.

At this time, the most pressing issue is the extension of fast-track authority. Support for fast-track procedures, however, is not the equivalent of congressional approval for a trade pact. Rather, it is a procedural device the Bush Administration wants to have in its negotiations with our trading partners in order to secure a more favorable agreement for

America's economy and workers. Of course, my vote on any trade agreement would be contingent on the content of the pact.

I am presently weighing both sides of this complex issue. Your comments are particularly helpful as I try to protect the interests of Massachusetts workers and businesses. You can be certain that I will keep your specific concerns in mind when extension of fast-track authority comes before the Senate for final consideration.

Sincerely,

John F. Kerry
United States Senator

JFK/sjwr

AFL-CIO NEWS
DEPARTMENT OF INFORMATION 202-637-5010
UNION YES

C

FOR IMMEDIATE RELEASE
April 23, 1991

CONTACT: Rex Hardesty
202/637-5010
or David Silverman, 202/842-3500
of the AFL-CIO

AFL-CIO Hails Supreme Court decision

AFL-CIO President Lane Kirkland had the following reaction to the Supreme Court decision on proper units for union elections at hospitals:

The unanimous Supreme Court decision upholding the NLRB's rule defining appropriate hospital bargaining units is a major victory for private sector hospital employees. The rule allows each distinct group of hospital workers to decide for itself whether to form a union. And the Court's decision should stop one form of management delay: haggling over bargaining unit determinations.

Fair and timely elections are essential for the law to fulfill its promise of freedom of choice on union representation. The step taken today is a step in the right direction.

####

GREATER BROCKTON CENTRAL LABOR COUNCIL, A.F.L.-C.I.O.

POST OFFICE BOX 1692 — BROCKTON, MASS. 02403

President
MARCHIE LaGRASTA
(508) 583-1025

Vice-President
Arthur T. Ford

Secretary - Treasurer
Walter Allen, Jr.

C

RECEIVED APR 26 1991

Dear Delegate,

The next regular meeting of the Greater Brockton Central Labor Council wil be as folloes:

When: Tuesday, May 14th

Where: The Carlton House
1005 Belmont St.
Brockton, MA.

Time: 7 PM

I hope to see you there.

In Solidarity,

Walter Allen, Jr.
Secretary-Treasurer

THE COMMONWEALTH OF MASSACHUSETTS
State Senate
Committee on Ways and Means
STATE HOUSE, BOSTON 02133

SENATOR PATRICIA McGOVERN
CHAIRWOMAN
SECOND ESSEX AND
MIDDLESEX DISTRICT

ROOM 212
TELEPHONE
722-1481

April 23, 1991

C

Joseph C. Faherty
President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Faherty:

I would like to thank you for your letter regarding the "Employer Mandate" portion of the Universal Health Care law. I believe we all agree that health security should be a basic right of every Massachusetts citizen and am pleased that a number of programs within this law have already been implemented. However, I also believe that now is not the time to put into effect the "Employer Mandate". Therefore, I support a two year postponement of the mandate.

For some time I have been concerned about the problems of providing quality, low-cost health care and I appreciate your taking the time to share your concerns with me. Knowing your views is very important to me and I thank you for writing.

Sincerely,

PATRICIA MCGOVERN
Chairwoman
Senate Committee on
Ways and Means

PM:ccr

THE COMMONWEALTH OF MASSACHUSETTS
State Senate
Committee on Ways and Means
STATE HOUSE, BOSTON 02133

SENATOR PATRICIA McGOVERN
CHAIRWOMAN
SECOND ESSEX AND
MIDDLESEX DISTRICT

ROOM 212
TELEPHONE
722-1481

April 19, 1991

Joseph C. Faherty
President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Faherty:

I would like to thank you for your letter regarding your opposition to the repeal of the sales tax on professional and business services. As you may be aware, I voted against the repeal. With the fiscal difficulties facing the Commonwealth, I believe now is not the time to be repealing taxes. Unfortunately, the Senate was unable to sustain the necessary votes and the Governor signed the repeal of the sales tax, March 8, 1991. This law can now be found in Chapter 6 of the Acts of 1991.

I appreciate your taking the time to share your thoughts with me. Knowing your views is very important to me and I thank you for writing.

Sincerely,

PATRICIA MCGOVERN
Chairwoman
Senate Committee on
Ways and Means

PM:ccr

American Federation of Labor and Congress of Industrial Organizations

815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

C

April 15, 1991

Greetings:

The AFL-CIO, in participation with the Center of Concern, the Churches' Center for Theology and Public Policy, the Commission on Religion in Appalachia, the Congress of National Black Churches, the Religious Action Center of Reform Judaism, the Institute for Mission in the USA (ELCA), and the Southern Christian Leadership Conference, is sponsoring a conference "ON THE CONDITION OF WORKERS IN 1991: A CONTINUATION OF THE DIALOGUE BETWEEN THE RELIGIOUS COMMUNITY AND ORGANIZED LABOR."

You are cordially invited to attend this dialogue which will be held at the Hyatt Regency in Atlanta, Georgia on Monday, June 10th and Tuesday, June 11th. We have enclosed an announcement of the event and a return post card which can be used to obtain more information or pre-register for the conference. Information can also be obtained by calling Michael Szpak at (202) 637-5284.

We would be most appreciative if you would bring this dialogue to the attention of those you know who are concerned about the continued development of the long-standing relationship between the religious and labor community.

We hope you will attend this most important event. We appreciate your interest and look forward to providing you with additional information.

Sincerely,

Rudy Oswald

Rudy Oswald, Director
Economic Research Department

Dorothy Shields

Dorothy Shields, Director
Education Department

Joseph Shantz

Joseph Shantz, Director
Department of Organization
and Field Services

"ON THE CONDITION OF WORKERS IN 1991"
A Continuation Of The Dialogue Between The Religious Community And Organized Labor

JUNE 10TH AND 11TH, 1991

HYATT REGENCY ATLANTA
ATLANTA, GEORGIA

Keynoters: **Thomas Donahue, Secretary-Treasurer, AFL-CIO**
Bishop John McCarthy, Catholic Diocese of Austin
Bishop John Hurst Adams, African Methodist Episcopal Church
Rabbi David Saperstein, Religious Action Center of Reform Judaism (invited)

Plenary Sessions
"On the Condition of Workers in 1991"
"Unemployment and the Working Poor"
"Civil Rights in the 1990's"
"Religion and Labor Working Together"
"Workplace Fairness: the Permanent Replacement of Striking Workers"

Workshops
Worker Rights
Health Care Reform
Human Rights and the Maquiladora Industry
Plant Closings and Industrial Retention
The Future of Women, Hispanic, Black and Asian Workers
Farmers and Migrant Workers

SPONSORED BY THE AFL-CIO IN PARTICIPATION WITH
Center of Concern, Churches' Center for Theology and Public Policy, Commission on Religion in Appalachia, the Congress of National Black Churches, Southern Christian Leadership Conference, the Institute for Mission in the USA (ELCA) and the Religious Action Center of Reform Judaism

For more information or to register contact: Michael Szpak, AFL-CIO, Room 807, 815 16th St., NW, Washington, DC 20006; or call 202-637-5284

NAME: _____

ORGANIZATION: _____

ADDRESS: _____ PHONE _____

CITY _____ STATE _____ ZIP _____

Registration Fee: $50.00 and includes one lunch, evening reception, and all conference materials. Please make checks payable to: Secretary-Treasurer, AFL-CIO.

OPEIU
UNION LABEL

"ON THE CONDITION OF WORKERS IN 1991"
A Continuation Of The Dialogue Between The Religious Community And Organized Labor

PRELIMINARY SCHEDULE

MONDAY, JUNE 10, 1991	**First Day**
12:30 p.m.	REGISTRATION
1:00 p.m.	GREETINGS
1:15 p.m.	PLENARY SESSION *"On the Condition of Workers in 1991"*
3:15 - 5:00 p.m.	WORKSHOPS (A) Worker Rights (B) Health Care Reform (C) Human Rights and the Maquiladora Industry (D) Unemployment and the Working Poor
5:15 - 6:00 p.m.	"SHARING OF OUR RELIGIOUS COMMITMENTS"
6:15 - 8:00 p.m.	RECEPTION AND FELLOWSHIP
TUESDAY, JUNE 11, 1991	**Second Day**
9:00 - 10:00 a.m.	PLENARY SESSION *"Unemployment and the Working Poor"*
10:15 a.m. - Noon	WORKSHOPS (A) Worker Rights (B) Plant Closings and Industrial Retention (C) The Future of Women, Hispanic, Black and Asian Workers (D) Farmers and Migrant Workers
12:15 - 2:00 p.m.	LUNCHEON: *"Civil Rights in the 1990's"*
2:30 - 5:00 p.m.	PLENARY SESSION AND ADJOURNMENT *"Religion and Labor Working Together"*

OPEIU

UNION LABEL

19 Cents

STAMP

Michael Szpak
AFL-CIO - Room 807
815 Sixteenth Street, N. W.
Washington, D. C. 20006

_____ Please send me more information about the Religion-Labor Dialogue "On the Condition of Workers in 1991."

_____ I would like to pre-register for the conference.

Name: _____ Phone: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

C

LETTERS

Please send your opinion to Letters, The Boston Herald, One H
02106-2096. All letters should be typewritten, and may be

An unfair charge of fraud

In his April 3 column, Howie Carr wrote about a conversation with Tom Evers, a judge for the Industrial Accident Board, and his sons, and their abuse of the workers' compensation system ("Working to compensate for those who 'can't,'" April 3).

Evers, a past business agent/ironworker and past president of the Massachusetts Building Trades Council, has an impeccable reputation as a labor leader and fights for workers' rights. Unfortunately, Tom has a bad heart. His four sons, three of whom are ironworkers, have been injured at the trade. Tom Jr. is recovering from surgery for a severe shoulder separation; Dan, who fell 27 feet had knee surgery, is back on the iron today; and Leonard, today a law student, was severely injured at 75 State Street. Len now has a permanent limp and is lucky to be alive.

To think or imply that Len's case is not legitimate warrants a full description of the accident. A 3,000 pound counterweight from an elevator crushed Len's arm, drove his face into the concrete floor, crushed his hip and cut off circulation to his head area. Because his legs were pressed so hard against his heart his blood was stopped. For 15 minutes, 20 ironworkers struggled to free Len from the counterweight. As he lingered near death, his eyes filled with blood and his face turned black. His fellow brother ironworkers freed him and through the grace of God Len is alive today. He is being educated and will have to pay back both his workers' compensation and education fees when his case is settled. Life today is not easy for those 20 ironworkers and Len Evers.

I take offense at Carr's accusation of fraud by Tom Evers and his family and would highly recommend to him, if he has any courage, to focus on his friends — the lawyers, doctors, insurance companies, and the uninsured employers that are corrupting the workers' compensation system.

And God forbid Carr should fall off his comfortable chair. He may need the workers compensation system some day!

Robert E. Banks,
Business agent
Ironworkers Local 7
Allston

Amin's genocide

BH 4/11/91

the 1228er

IBEW Local 1228 Newsletter

Volume 10, Number 10
April 17, 1991

REPORT OF THE BUSINESS MANAGER

WHDH-AM: Tentative agreement was reached on all the outstanding issues on the WHDH-AM Bargaining Table after several meetings in early April. The members of the Bargaining Unit have been provided with a summary of the proposed changes. A Shop Meeting is scheduled for Tuesday, April 23rd at which the proposed new Agreement will be discussed and a ratification vote by secret ballot will be taken. The proposed Agreement will provide retroactive wage increases effective as of October 10, 1990; a change in the medical benefits plans available to WHDH-AM Technicians which should reduce the costs to those Technicians who have been subject to co-payment provisions under the current plans, introduction of the so-called "Salary Redirection Plan" (which is provided to all other WHDH-AM employees), and other changes. There are costs involved in this proposal as well, including reductions in certain penalty provisions, additional jurisdictional rights that the Station can exercise and the possibility of expanded usage of Temporary and Part-time Technicians.

WLVI: The Union has requested arbitration of a grievance concerning the conduct of the 1990 shift preference that the parties have been unable to otherwise resolve. The Station is now engaged in the conduct of another shift preference utilizing the same procedures which the Union objected to when they were first introduced by the Station during the 1990 shift preference. Arbitration of the grievance the Union filed regarding those changes is anticipated to occur in June. The Union has advised the Station that it considers the initial grievance regarding the changes in shift preference procedures to cover the continuation of such procedures during the present shift preference.

WLVI-TV Management and the Union's Bargaining Committee are scheduled to conduct their first Quarterly Meeting on Tuesday, May 14, 1991. Members of the WLVI-TV Bargaining Unit who desire to have any issue(s) discussed at this meeting should advise the Business Manager or a member of the WLVI-TV Bargaining Committee (James Brown, Laurie Callahan, Paul Celeste, Edward Dempsey, or Theresa Moore) of such issue(s) well in advance of the meeting. Please provide as much information as possible regarding the issue(s) that you desire to have discussed.

WCVB: A member of the Bargaining Unit assigned frequently to the Station's CMX editing room has alleged that changes in the operation of that room have resulted in injury. The Station reportedly has increased the burden on the Technician assigned to this editing suite by refusing to always assign a second Technician to editing sessions. The Technician has filed a Workers Compensation claim as a result of reportedly having to take time off from work to recover.

The Station and the Union have scheduled a Quarterly Meeting for the afternoon of Friday, April 26, 1991. Members of the Bargaining Unit desiring to have any issue(s) raised at that meeting should make any such issue(s) known to a member of the WCVB-TV Bargaining Committee (William Frewald, Brian Pellicano, Isaiah Bradwell, Paul Clark or Marjorie McKenna) or the Business Manager well in advance

I.B.E.W. Local 1228
617/964-4450
Fax No. 617/964-4452

of the meeting. Please provide the Union with as much information as possible.

WHDH-TV: After several delays, Arbitrator James Healy has rendered his decisions regarding the issues raised by the Union's grievance concerning the relative seniority of three (3) WHDH-TV Camerapersons. The issues involved in the grievance concerned whether or not a participant in the Technical Training Program should be granted seniority in the Camerapersons' classification for the period of time he was a Trainee. The Training Program became a part of the Channel 7 Agreement as a result of the 1983 negotiations. The language of the Letter documenting the agreement to establish this program stated that Trainees would be on probation during the term of the Training Program and "gain no seniority". However, the Letter further provided that any Trainee who "successfully graduated" from the Training Program and who was thereafter hired to a permanent position would "be given full credit for past service and starting pay purposes".

The only Trainee to successfully complete the Training Program and be employed in a permanent position was the grievant. He started in the Training Program in December of 1983 and after completion of the Program was hired as a Temporary Cameraperson. In November of 1985, he then became a permanent Cameraperson, and was placed below two (2) other Camerapersons hired to permanent positions before him. In early 1990, the grievant had concluded that he had been improperly denied seniority credit for the period he was employed as a Trainee, and sought out Mr. Victor Lai, then Vice President of Administration and Finance at Channel 7 to try to obtain the seniority he believed he had been wrongly denied. Mr. Lai agreed with the grievant and instructed the Personnel Department to credit the grievant with the period in question, thereby placing the grievant above the two (2) other Camerapersons. The Union sought a meeting with the Management to investigate the action taken by Mr. Lai, but Attorney Kenneth Cohen reversed the action of Mr. Lai at the start of the meeting. Sometime thereafter, the grievant sought to have the Union advance a grievance on his behalf, which was the grievance Arbitrator Healy had to resolve.

At the arbitration hearing, Attorney Cohen alleged on behalf of the Station that the grievance before Arbitrator Healy was not timely, citing the provisions of the Agreement requiring grievances to be filed "within thirty (30) days of the occurrence of the facts alleged as constituting the grievance". Arbitrator Healy states on the timeliness issue:

> The Arbitrator is persuaded from the evidence that [the Grievant] did fail to file a timely grievance concerning his place on the roster. Under Section 3.01 that time would have been at the very end of 1985 or early in 1986 when the "fact" of his alleged improper placement was known.

Arbitrator Healy went on to state:

> One has the impression that at that point of time he accepted the representations of supervision and the Union Steward about his correct placement on the list and did not interpret the side letter to indicate a different conclusion.

However, the grievant maintained that a new window within which to file a grievance opened when Mr. Lai's decision to change the grievant's seniority was reversed. Arbitrator Healy states in his decision:

> The Arbitrator has serious doubts as to whether the ... grievance even under the concept of a new "occurrence of facts" is arbitrable. Ignoring completely the issue of whether Lai's decision was in error (a question which goes to the merits), there is a basis for concluding it was a decision with no legal status under the Agreement. The Union itself took this position in its February 9 letter grieving the Lai decision. The Company, in turn, concedes the unilateral nature of the decision made it vulnerable. In a very real sense the "occurrence" on which the ... grievance is based had no substance.

Having failed to adopt any basis upon which to find the grievance timely, Arbitrator Healy, at the request of Attorney Cohen, addressed the merits of the case and found the following:

> The Arbitrator concludes that a proper reading of the clause referred to by [the grievant] does not permit a finding that "full credit" for "seniority" purposes was intended. The interpretation adopted by the grievant is not compatible with the accepted and consistent usage of the term and would lead to incongruities.

Arbitrator Healy stated in summary that the grievance, when considered on the merits of the testimony and evidence submitted, "lacked substance"

and would have been denied even if he had found that the grievance had been timely filed.

Regarding other matters, the Company and the Union are still attempting to find a mutually acceptable date with the Arbitrator designated to hear the Union's grievance concerning the changes made last year to the benefits plans by the Station. While there have been meetings at the Station covering the issues encompassed by the Union's grievance, they have to date failed to resolve the issues raised by the grievance.

WSBE: The Management of WSBE-TV has been advised by the Business Manager that the Union desires to negotiate changes to the collective bargaining agreement that is scheduled to expire at the end of June. Since the Station is dependent, in part, upon funding from the State of Rhode Island for its operation, it has been the Union's experience at WSBE that no collective bargaining agreement can be reached until the State's budget for the next fiscal year has been resolved. In recent years, completion of the budget has been a very slow process resulting in delays in completing negotiations with WSBE-TV Management.

WBZ: It is reported that WBZ-TV has started to use its TSM robotic camera systems on some broadcasts. WBZ-TV purchased four (4) such systems earlier this year, but there have reportedly been some complications in getting them to operate to the satisfaction of management. The Union has discussed potential safety issues related to the operation of these camera systems, since Technicians assigned to such operation are located outside of the studio areas, and therefore cannot see if there are any individuals near the cameras, except by use of the output of a security camera.

In anticipation of contract negotiations with WBZ-AM and WBZ-TV this fall, members of the WBZ Bargaining Unit should be giving consideration as to the changes that they believe are necessary to the current Agreement. The Union will soon be seeking such proposals, and will also be seeking volunteers to participate on the Union's Bargaining Committee. If you are willing to become a member of that Bargaining Committee and thereby take on some of the responsibility for negotiating changes to the current Agreement, please contact the Business Manager.

WSBK: Issues surrounding the vacation accrual of a Technician have been resolved to the satisfaction of both the Technician and the Station. After a careful review of the Technician's entire employment history with the Station, all parties mutually agreed as to when the Technician will be eligible for the next step in vacation accrual.

WJAR: Work continues in getting the three (3) collective bargaining agreements prepared for printing into a single booklet. The Union is hopeful that distribution of the contracts can start early in May. There has been no further action to report regarding the Union's suit concerning application of the Rhode Island statutes about work on Sundays and holidays to WJAR-TV Employees.

WNDS: The current collective bargaining agreement is scheduled to expire this coming August. Members of the WNDS-TV Bargaining Unit should be considering the changes that they would like to have proposed to CTV of Derry, Inc., to be incorporated into a new collective bargaining agreement. In addition, any member willing to participate on the Union's Bargaining Committee and thereby play a more direct role in the negotiation of changes to the current Agreement should make his/her interest known to the Business Manager.

Earlier this year, the members of the Channel 50 Bargaining Unit agreed to change their benefits package to New Hampshire Blue Cross - Blue Shield, along with dental insurance provided under the Delta Dental Plan. The changes were agreed upon based on the representations of WNDS-TV Management as to the provisions of the replacement plans and the extent of coverage. Several questions have since arisen because the new plans, as implemented, seem to be somewhat different from the representations made concerning those plans. Steward Hovanesian has been discussing these issues with Channel 50 Management in an attempt to resolve these issues to the satisfaction of the Bargaining Unit.

WHLL: Additional bargaining sessions were conducted with WHLL Management on March 20 and 27, and on April 3 and 17. Another bargaining session is scheduled for May 15th. Progress is being made resolving the issues of the work day, meal periods, overtime and the like, but there are still many unresolved issues. The Union and the Station's Management have also been discussing wage increases, but all these issues remain to be fully resolved. One problem standing in the way of resolution of the economic issues is the potential impact of the Employer's insurance proposal, which has yet to be detailed to the Union's Bargaining Committee. The corporation which owns Central Massachusetts Television has been shopping for a new benefits package to replace current benefits.

Corridor Broadcasting is reported to have received about seven (7) proposals from various carriers for consideration, but has yet to disclose the details of any of these proposals to the Union's Bargaining Committee. If any of these proposals require additional co-payment amounts or any other additional costs to members of the Bargaining Unit, such additional costs need to be considered by the Union's Bargaining Committee in resolution of all of the economic issues on the bargaining table. In anticipation of some additional co-payment being sought, the Union has proposed that the Station setup a spending account plan under Internal Revenue Service regulations that would permit employees to have deductions made from their wages to pay for allowable costs on a pre-tax basis.

Conference: A Conference for I.B.E.W. Local 1228 Stewards, Officers and members of bargaining committees was conducted on Saturday, April 6th in Mansfield, Massachusetts. International Representatives Kara Mulvey and Edward Collins from the I.B.E.W. Second District office were present to present a program developed by the Education Department of the I.B.E.W. for I.B.E.W. Stewards. In I.B.E.W. Local 1228, officers and members of our various bargaining committees are frequently called upon in the absence of a steward to perform the duties of the steward. The program covered many issues, including topics such as the structure of the I.B.E.W., the steward's role and rights under the law, sexual harassment, political education, and the investigation and processing of grievances. A video taped dramatization prepared by the I.B.E.W. on the processing of a "sleeping on-the-job" disciplinary action was presented. Each segment of the presentation involved the active participation of those attending the Conference. They were frequently asked to answer questions and to offer their opinions on the subjects being discussed.

Many thanks to I.R.s Kara Mulvey and Edward Collins for spending a beautiful spring Saturday bringing information to the participants in the Conference. Also, many thanks to our I.B.E.W. Local 1228 Brothers who attended this Conference designed to further their knowledge of the I.B.E.W. and their potential role in administration of their respective collective bargaining agreements. Those participating certainly had the opportunity to learn a great deal from our International Representatives so that they can be even more effective in advancing our goals at their respective stations.

NEXT MEMBERSHIP MEETING

The next scheduled regular meeting of the membership of I.B.E.W. Local 1228 will occur on the evening of Friday, May 10, 1991. This meeting is scheduled to be called to order starting at 8:00 P.M. The meeting will be held at the offices of I.B.E.W. Local 1228, 1194 Walnut Street in Newton Highlands, Massachusetts. Under the terms of our lease, meeting parking is not permitted at 1194 Walnut Street. Therefore, please find parking on the street or in the public parking lot off of Lincoln Street, just two (2) blocks from the meeting location. Anyone desiring to use public transportation to the meeting site should board a "D" Green Line Car bound for Riverside. Get off at Newton Highlands Station and walk up the ramp directly in front of the Green Line Car to Walnut Street. Take a left over the bridge and walk south about one and a half blocks to the meeting site.

OPEN POSITION

Sister Jan Jones has advised the Business Manager and the Executive Board of her desire to leave the employ of I.B.E.W. Local 1228 and relocate elsewhere in the country. As you should be aware, Sr. Jones has been acting as both a Business Agent and as Office Manager for I.B.E.W. Local 1228 for several years now. Sr. Jones will be interviewing candidates to replace her during the first part of May. If you know of anyone with a background in bookkeeping, computer operation and labor relations seeking employment, please have such individual contact Sr. Jones at the Local Union office. If the Local Union is unable to locate a satisfactory candidate with all the necessary skills, it may be required to create two part-time positions in lieu of a single full-time position. Obviously, one part-time position would be to manage the bookkeeping and other functions relative to our offices, and the second part-time position would be for a Business Agent. Specifications for candidates for the open position can be obtained from the Union Office.

TAKING RESPONSIBILITY!

Television and radio stations are challenging places to work in 1991, and the challenge seems to be growing with each passing day. Our employers are trying to solve their problems with increased competition, the depressed state of our industry's economy as well as the state and regional economies, both of which have been in a lot better shape

in the past. In an industry that used to be described as "having a license to print money", many in management are finding few creative ways out of their present situations. CBS CEO Laurence Tisch recently announced his intent to eliminate another four-hundred (400) jobs within CBS in response to an eighty-eight percent (88%) decline in 1991 first quarter earnings as compared to the same period in 1990. *VARIETY* Magazine in its April 8th edition reported that CBS earned $85.3 million in the first quarter of 1990, and only $10.4 million this year. Cutting out jobs is the traditional reaction to bad economic news by the captains of industry.

Others in our industry are seeking to cut their costs through a variety of methods, some of which CBS has also used in the past. Popular approaches include "cost-shifting" for benefits plans, hiring freezes, overtime freezes, reduction of services, and automation. In our own markets, we can cite several examples of the above. The recent announcement by WGBH-TV of the termination of *The Ten O'Clock News* and the suspension of the production of *Green Watch* by WLVI-TV are examples of the termination of services. Changes in benefits plans, including the addition of greater deductibles and co-payments have been issues on the bargaining tables at WBZ, WHDH-TV and WLVI-TV. Our pending arbitration regarding changes in the benefits plans at WHDH-TV is based, in part, upon the Employer's elimination of such benefits plans as tuition reimbursement, dental insurance and reductions in other benefits coverage. Several stations have hiring and/or overtime freezes in place, and limitations on expenses ranging from capital improvement projects to attending the 1991 Convention of the National Association of Broadcasters.

All of these changes that have a potential and/or real impact on our various bargaining units and create a great deal of fear and stress within those units. Never has the level of anger been greater, and at the same time, never has the fear among a portion of our membership of doing something in response to these problems also been as great. Many simply hope that things can be returned to the way they used to be. *VARIETY* quotes Mr. Tisch on this subject as stating the following relative to television networks in response to his critics:

> It was a different world 10 years ago when the networks still had 80% of the audience. Now we have 60%. So you can't say it's business as usual.

Many of the concerns of both the management and the employees of radio and television broadcasting stations in a union setting end up at the bargaining table in a very concentrated effort by both the employers and the unions to make the changes that they view as being advantageous to their respective constituencies. Unlike other employees who have elected consciously or unconsciously not to exercise their right to collective bargaining about their wages, hours and working conditions (or who are not permitted to bargain collectively by law), any proposed changes in wages, hours and working conditions must be bargained for represented employees. The right to have a voice in our employment is a great right, but it is also a great responsibility. All too many people, both in unions and in the general population, are very concerned about protecting their rights, but have less eagerness when it comes to accepting the responsibilities associated with such rights. In a union setting, members often want to know what the union is going to do about this or that issue, but all too frequently they are unwilling to accept any significant responsibility in the making of such decisions.

Most members limit their role in the union movement to the payment of the dues and fees associated with union membership and to voting at contract ratification meetings. However, there are many important decisions beyond those simple actions that determine if a union will be successful in representing its membership or not. Decisions such as what grievances to file; which grievances should be resolved with the employer and which by arbitration; what proposals to advance to the employer; which proposals of the membership should be actively advanced at the bargaining table, and which should not; which of the employer's proposals will be addressed, and which will be ignored; and whether to bargain a resolution of the negotiations at the bargaining table or whether to permit the employer to place a "final offer" on the bargaining table. These are but a few of the issues faced by union officers, stewards and members of union bargaining committees. In deciding what to do about these and hundreds of other issues that face unions, members of the union (and any hired professional staff and/or consultants) need to be willing to accept responsibility. That responsibility includes not simply the responsibility for making a decision, but making a *responsible* decision, as well as accepting responsibility for the consequences of one's decisions.

Here are a couple of examples of responsibility. In the processing of grievances, it is the responsibility in the I.B.E.W. of the Business Manager to decide what grievances to file with the employer, which of those actually filed are resolved with the employer,

and which are processed to resolution through arbitration. While every member seeking to have a grievance filed should be presumed to have a legitimate complaint, not every complaint meets the definition of a "grievance" under the collective bargaining agreement. If one wishes to avoid taking any responsibility, one can simply file each and every complaint by a member as a grievance with the employer, refuse to resolve each such grievance short of the resolution sought by the member, and arbitrate every grievance not resolved with the employer on that basis, regardless of the merits of the grievance. In a political sense, such an approach cannot be faulted by the aggrieved members. However, the costs of such an irresponsible approach would be great not only in dollars, but also in the ability of such a union official to resolve any issues with anyone. Is it likely that an officer unwilling to take responsibility for determining whether or not issues presented by members are "bonafide grievances" would be any more likely to be willing to accept the consequences of his/her unwillingness to make such decisions? Does such an individual, who would certainly be likely to develop a very poor record of winning arbitration cases, merit respect and confidence?

Contract negotiations also involve accepting responsibility by each and every member of the bargaining committee. Anyone offering to serve on such a committee needs to know in advance that he/she is going to be forced to make decisions as part of participation on such committee. A committee member who abstains from voting on most committee decisions would probably better serve the membership by not serving on the committee at all. Ultimately, under our system, it is the bargaining committee and not the employer that makes a presentation to members of the bargaining unit as to what has happened at the bargaining table. Often, a bargaining committee has the choice of bargaining a somewhat better package in exchange for a recommendation of that package to the shop, or of bringing back a less acceptable package while taking no position on its merits. A bargaining committee can also opt to turn over control of the negotiations almost totally to the employer by refusing to bargain seriously about objectionable issues that the bargaining committee knows are going to be pursued by the employer throughout the negotiations. If the employer in such a situation believes it has met its bargaining obligation under the law, it may place a take it or leave it "final offer" on the bargaining table. If that offer is rejected, the employer may have the legal right to unilaterally implement part or all of the offer.

In the I.B.E.W., it is only though the assistance of members who are willing to accept some level of responsibility that we can be successful. Stewards, officers and members of bargaining committees must be willing to accept responsibility for making decisions if they are to fulfill the obligations of those respective positions. The steward, officer or bargaining committee member who simply fulfills the minimum requirements of membership has not accepted such responsibility. The vast majority of the membership ought to be thankful that a few of their Brothers and Sisters have been willing to make the hard decisions and do the hard work involved in the successful operation of a union. Similar to what has been said of those who refuse to vote in national, state and local elections, *if you don't participate, don't complain about the results*. Those who suddenly become active at a ratification meeting after the contract has been negotiated or the employer has issued a "final offer" and who tell the assembly that things would have been different if they had been on the bargaining committee should be asked why they never volunteered to accept such a role.

Times are likely to get harder in broadcast labor relations, rather than easier. Union contracts, negotiated work rules and the like have always been popular management targets and/or scapegoats when things go wrong. In tough economic times, these will be even more popular targets for attack by management, and the roles of stewards, officers and bargaining committee members in defending these and advancing the interests of our membership will be even more difficult. However, the challenge will always be there for those willing to accept it to participate, but only those who are willing to accept the responsibilities involved in participation will do justice to the obligations they accept. If you don't like the way things are going, don't just complain, take an active, responsible role in our Local Union, and help try to make things different.

HEALTH CARE ALTERNATIVES

As previously reported in "the 1228er", the AFL-CIO has set a goal for 1991 of bringing about positive changes in the health care system in the United States. The AFL-CIO is not presently championing any particular system, but is seeking to generate public debate about the issues. On a smaller scale, the debate is going on at almost every bargaining table today in one form or another. A review of the "Report of the Business Manager" in this edition or

recent editions of "the 1228er" demonstrates that the issue of health care alternatives is very much alive in I.B.E.W. Local 1228. In this edition, the Business Manager reported further on changes made to the health care provided by WNDS-TV and about the Union's grievance against WHDH-TV resulting from benefits changes, including changes in the health care carrier, that are going to have to be resolved by arbitration. At the WHLL Bargaining Table, the employer is in the process of developing a proposal that will involve changes in the health care plan provided to that bargaining unit. It is likely that the issue of health care will continue to be on the front burner at broadcast station negotiations throughout our jurisdiction for some time to come, and management's proposals are often going to be viewed as "negative" by the membership.

During negotiations with WHDH-AM, Attorney Kenneth Cohen suggested that one way to improve the economics of the health insurance system from the Station's viewpoint was to encourage employees to enroll in alternative health care systems, such as health maintenance organizations (HMO). Members of our bargaining committees at various stations hold a wide range of views regarding what is appropriate health insurance. Some who participate in an HMO such as the Harvard Community Health Plan or the Tufts Associated Health Plan believe that they are getting good coverage and protection. Others state emphatically that the only choice should be the traditional health insurance coverage provided by Blue Cross - Blue Shield, CIGNA, Metropolitan, Aetna and similar carriers.

One of the significant differences between traditional health care insurance and such coverage under an HMO Plan is the role of the patient in decisions as to who will provide care and at which facilities. Having recently been injured in an accident and being covered by an HMO Plan, the author has had very recent personal experience regarding this issue.

Traditional health care insurance is pretty much universal as to who can provide care and at which facilities. While each insurance plan has its own unique terms, the traditional carrier generally does not designate that care be provided by a particular group of licensed physicians or at particular locations. On the other hand, most HMO Plans limit the patient's choice of physicians and hospitals or other care facilities to be utilized in non-emergency situations. As examples of these limitations, lets look at two HMOs that operate within our jurisdiction. The Harvard Community Health Plan (HCHP) operates over thirty (30) health care facilities in eastern Massachusetts and southern New Hampshire. Members of this Plan select a health care facility and then select a personal physician from among the physicians who work at that Harvard Health facility. If hospitalization is required, the Harvard Health member is referred to a hospital affiliated with the Harvard Plan. Using the CIGNA Plan offered by WHDH-TV as a so-called "traditional" medical plan, an immediate difference can be seen. A summary of the CIGNA Plan supplied to the Union states that coverage is available from: "Any physician legally licensed to practice medicine. Not restricted to participating physicians." In regards to the choice of hospitals, the same summary of the CIGNA Plan states: "Any qualified and accredited general hospital."

The Tufts Associated Health Plan (TAHP) offers a different approach to health care. Members of the Tufts Plan select a personal care physician out of a 69 page listing of physicians practicing in eastern and central Massachusetts, and southern New Hampshire. These physicians operate their own private practices and accept patients under a variety of medical insurance plans. The Tufts Plan does not operate its own health care facilities, but has agreements with a number of area hospitals associated with the TAHP. However, the Tufts Plan is divided into so-called "Independent Practice Associations" (IPA). This aspect of the TAHP is not well documented in the literature offered to prospective TAHP members, in the author's opinion. In effect, it seems that in selecting a personal care physician, the TAHP member has also selected the Tufts hospital where services will normally be provided, including other physicians practicing at that hospital to whom the patient may be referred. As with the HCHP, all medical treatment is guided and/or authorized by the member's personal care physician, and any unauthorized services are not covered by the TAHP, except in the case of a "medical emergency". While there seems to be little problem in obtaining referrals to other providers within the personal care physician's IPA, referrals outside that IPA may be a problem. The various medical facilities and the over 2300 physicians associated with the TAHP may not all therefore be readily available to members. Any out-of-IPA referral is subject to approval of a physician assigned such duties on behalf of the TAHP who practices at the hospital where the patient's personal care physician practices.

HMOs have a certain appeal from a financial viewpoint over traditional medical insurance. Both HCHP and TAHP place no lifetime limit on the services received, require no deductibles and most

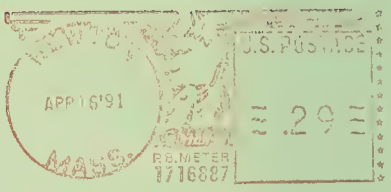
care is one-hundred percent covered, except for a small fee. HCHP literature describes coverage this way: "While for many things traditional health insurance may only cover you 80%, your Harvard Health benefits are covered 100%. There are no deductibles, no routine claim forms, and no maximums on hospital care." Both HCHP and TAHP require payment of three dollars ($3.00) for most office visits to physicians. Inpatient care is covered one-hundred percent. HCHP literature states that a 30-day supply of medication costs $3.00 if the employer has elected the prescription drug coverage option. Compared to the deductibles and other cost sharing arrangements of traditional medical insurance plans, an HMO can be an attractive alternative, and for most routine medical needs, it probably is, provided the individual is willing to limit his/her selection of physicians from those offered by the terms of the HMO plan.

Problems, however, can occur when an HMO plan member is involved in an emergency and must be admitted to a non-affiliated hospital or receive services from a physician not affiliated with the HMO plan. HCHP literature states, in part, in such situations:

> A medical emergency is a serious accidental injury or onset of a serious illness which occurs in a manner that prevents prior authorization before obtaining care.
>
> You must call your Personal Care Physician, if possible. If you are unable to reach your Personal Care Physician and if a life-threatening situation exists, you should seek treatment at the nearest medical facility or Emergency Room. You or a family member/friend must notify your Personal Care Physician within 24 hours. If you use the Emergency Room and your condition is not verified as a "medical emergency", you will be responsible for the cost of the visit.

In evaluating various medical insurance plans, you need to look at more than the deductibles and co-payment amounts to determine if the coverage will likely fit your needs. In most instances, you can only change plans annually, so study the literature carefully and decide if you can live within a plan's limitations.

I.B.E.W. Local 1228
1194 Walnut Street
Newton Highlands, MA 02161



FIRST CLASS MAIL

Mr. Joseph C. Faherty
Massachusetts AFL-CIO
8 Beacon Street
Boston MA 02108

BARNEY FRANK
4TH DISTRICT, MASSACHUSETTS

COMMITTEES:
GOVERNMENT OPERATIONS
BANKING, FINANCE, AND URBAN AFFAIRS
JUDICIARY
CHAIRMAN,
ADMINISTRATIVE LAW AND GOVERNMENTAL RELATIONS
AGING

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(508) 226-4723

April 15, 1991

Mr. Joseph C. Faherty
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Faherty:

Thank you for your letter asking me to support H. Res. 101, Congressman Byron Dorgan's resolution denying fast track authority for a U.S.-Mexico Free Trade Agreement. I fully agree with you on the need to enact the Dorgan resolution. I am an original cosponsor of H. Res. 101, and I am working closely with Congressman Dorgan for its passage.

BARNEY FRANK

BF/jm

102D CONGRESS
1ST SESSION

H. RES. 101

Disapproving the extension of "fast track" procedures to bills to implement trade agreements entered into after May 31, 1991.

IN THE HOUSE OF REPRESENTATIVES

MARCH 6, 1991

Mr. DORGAN of North Dakota (for himself, Mr. STARK, Mr. RUSSO, Mr. SMITH of Florida, Mr. WILLIAMS, Mr. DEFAZIO, Mr. FRANK of Massachusetts, Mr. JONTZ, Mr. OBEY, Mr. KLECZKA, Mr. JOHNSON of South Dakota, Mr. ANDREWS of New Jersey, Mr. EVANS, Mr. ABERCROMBIE, and Mr. SANDERS) submitted the following resolution; which was referred jointly to the Committees on Ways and Means, and Rules

---

RESOLUTION

Disapproving the extension of "fast track" procedures to bills to implement trade agreements entered into after May 31, 1991.

1 *Resolved,* That the House of Representatives dis-
2 approves the request of the President for the extension,
3 under section 1103(b)(1)(B)(i) of the Omnibus Trade and
4 Competitiveness Act of 1988, of the provisions of section
5 151 of the Trade Act of 1974 to any implementing bill
6 submitted with respect to any trade agreement entered
7 into under section 1102 (b) or (c) of such Act after May

1 31, 1991, because sufficient tangible progress has not
2 been made in trade negotiations.

O

Blue Cross
Blue Shield
of Massachusetts

C

100 Summer Street
Boston, MA 02110

April 16, 1991

To: Members of the Corporation
Blue Cross and Blue Shield of Massachusetts, Inc.

From: John Larkin Thompson, President

Enclosed are copies of the 1990 Annual Report and the minutes of the Annual Meeting of the Members of Blue Cross and Blue Shield of Massachusetts, Inc., held at the office of the corporation, 100 Summer Street, Boston, on Wednesday, March 20, 1991.

In addition to assuring the continuity of the corporation through the business conducted at the Annual Meeting, the Corporate Members are particularly helpful in setting corporate policy and direction through their attendance and comments at Regional Advisory Council meetings.

We appreciate your continuing interest and assistance.

Enclosures

Blue Cross and Blue Shield of Massachusetts, Inc.

Annual Meeting of the Members

March 20, 1991

The annual meeting of the members of Blue Cross and Blue Shield of Massachusetts, Inc. was held in accordance with law and its bylaws at the office of the corporation, 100 Summer Street, Boston, Massachusetts, on Wednesday, March 20, 1990, at 12:00 noon, pursuant to the notice sent to all of the members.

Mr. Glass, a Vice Chair of the Board of Directors, presided over the meeting and Ms. Alukonis, the Secretary, kept the minutes.

At the request of the Chair, Ms. Alukonis polled the meeting. There were 66 members present, either in person or by proxy, out of 87 members of the corporation. There was a quorum present. A list of the members present in person and by proxy is attached to these minutes.

A list of other persons present at the meeting is also attached.

The Chair thanked the corporate members, directors, and other invited guests for attending the meeting.

MINUTES OF MEETING

Mr. Glass stated that the first business to come before the meeting was action on the minutes of the annual meeting of the members held on March 21, 1990, copies of which had been distributed to the members. He asked if there were any comments pertaining to the minutes. There being none, he declared them accepted as written.

NOMINATIONS

The Chair asked Chester R. Messer, II, Chair of the Nominating Committee, to report on behalf of that Committee.

DIRECTORS

Mr. Messer presented the Committee's nominations for six directors to serve for the ensuing three years, as follows:

James F. Conway, Jr.	Chairman and Chief Executive Officer Courier Corporation Lowell

Richard B. Covell	Chairman and Chief Executive Officer Heritage Bancorp, Inc. Holyoke
Paul L. Devlin	President Massachusetts Federation of Teachers Boston
Milton L. Glass	Vice President - Finance The Gillette Company Boston
Robert J. Haynes	Secretary-Treasurer Massachusetts AFL-CIO Boston
Laurens MacLure	Cohasset

The Chair asked if there were any further nominations. There being none, he declared the nominations to be closed.

Then, upon motion duly made and seconded, it was unanimously

Voted: To elect the persons nominated to serve as directors, each to hold office for the term specified in his nomination and thereafter until a successor is elected and qualified.

The Secretary cast the proxies running to her and John Larkin Thompson, both of whom were present.

OFFICERS

Mr. Messer then presented the following nominations for officers for the ensuing year:

Secretary	Judith A. Alukonis
Assistant Secretary	Edward J. Dailey
Assistant Secretary	Daniel O. Mahoney
Treasurer	Joseph Fermano
Assistant Treasurer	Michael T. Manning

The Chair asked if there were any further nominations. There being none, he declared the nominations to be closed.

Then, upon motion duly made and seconded, it was unanimously

Voted: To elect the persons to the offices for which they were nominated, each to hold office until the next annual meeting of the members and thereafter until a successor is elected and qualified.

The Secretary cast the proxies running to her and John Larkin Thompson, both of whom were present.

CORPORATE MEMBERS

Subscribing Groups

Mr. Messer presented nominations for twenty-eight subscribing groups to serve for the ensuing three years; and three for the ensuing two years, to fill vacancies, as follows:

Region	Name of Group
CENTRAL	(Three-year terms)
	Commerce Insurance Company, Webster
	FLEXCON Company, Inc., Spencer
	Medical Center of Central Massachusetts, Worcester
	Small Business Service Bureau, Worcester
	Spag's Supply, Inc., Shrewsbury
EASTERN	(Three-year terms)
	High Voltage Engineering Corporation, Boston
	Shipley Company, Newton
	The Stride Rite Corporation, Cambridge
	United States Trust Company, Boston
	(Two-year terms to fill vacancies)
	Bain and Company, Boston
	Boston Red Sox, Boston
NORTHEASTERN	(Three-year terms)
	Addison-Wesley Publishing Co., Reading
	Bull Worldwide Information Systems, Billerica
	DeMoulas Supermarkets, Inc., Tewksbury
	MKS Instruments, Andover
	Parker Brothers, Beverly
	Screenprint, Inc., Wilmington
	Town of Tewksbury, Tewksbury
	(Two-year term to fill a vacancy)
	West Lynn Creamery, Lynn
SOUTHEASTERN	(Three-year terms)
	City of Fall River, Fall River
	Industrial Engineering and Machine Co., Inc., Braintree
	Litecontrol Corporation, Hanson
	Tedeschi Food Shops, Inc., Rockland
	Teledyne Rodney Metals, New Bedford
	Town of Randolph, Randolph

SOUTHESTERN (cont'd.)	United Merchants and Manufacturers, Inc., Fall River United Steel & Aluminum Corporation, Norwood
WESTERN	(Three-year terms) Deerfield Plastics Co., Inc., South Deerfield HBA Cast Products Co., Inc., Springfield Loomis Village, South Hadley National Metal Industries, West Springfield

Medex Subscriber

Mr. Messer then nominated Doris M. Hall of Worcester to serve as a corporate member for the ensuing three years to represent Medex subscribers.

Non-Group Subscriber

Mr. Messer next nominated Otto Wahlrab of Rehoboth to serve as a corporate member for the ensuing three years to represent non-group subscribers.

The Chair asked if there were any further nominations. There being none, he declared the nominations to be closed.

Then, upon motion duly made and seconded, it was unanimously

Voted: To elect the corporate members, as nominated, to serve the terms as indicated.

The Secretary cast the proxies running to her and John Larkin Thompson, both of whom were present.

Thanks to the Nominating Committee

The Chair thanked Mr. Messer for presenting the nominations and expressed his gratitude to all of the members of the Nominating Committee for their services in selecting the nominees on behalf of the corporation. Mr. Messer also thanked the other members of the Committee who are as follows: George P. Baker, Jr., M.D.; John Gould; James H. Lunt; and James Murdoch.

RECOGNITION OF CORPORATE MEMBERS

The Chair expressed appreciation for the many contributions of the corporate members during the past year. The continued interest and support of the members are vital to the corporation. In addition to assuring the continuity of the corporation at the Annual Meeting, the members have offered helpful comments and suggestions at Regional Advisory Council meetings.

CONSIDERATION OF AMENDMENTS TO THE CORPORATE BYLAWS

The Chair referred to the proposed amendments to the corporate bylaws which had been sent to the corporate members. He then called upon John Larkin Thompson, the President, to describe the intent of the proposed amendments.

Mr. Thompson advised that, if approved, the amendments would reduce the existing bylaw requirement of labor representatives on the board of directors from three to two in accord with a recent statutory change. In addition, the amendments would delete existing requirements regarding the membership and size of the central professional service committee and the audit committee.

Following discussion and upon motions duly made and seconded, it was unanimously

Voted: That Article II. Directors, Section 1. Number and qualifications, is hereby amended by changing clause (iv) of the first sentence thereof to read as follows:-

> ...not less than two of whom shall be representatives of labor.

Voted: That Article V. Committees, Section 3. The central professional service committee, is hereby amended by changing the first sentence of the first paragraph thereof to read as follows:-

> The central professional service committee shall have not less than five members, including the president, ex officio but without the right to vote, and at least three registered physicians under Chapter 112 of the General Laws of the Commonwealth of Massachusetts.

Voted: That Article V. Committees, Section 3. The central professional service committee, is hereby amended by changing the last sentence of the first paragraph thereof to read as follows:-

> At least two-thirds of the committee members shall be physicians so registered.

Voted: That Article V. Committees, Section 5. The audit committee, is hereby amended by changing the first sentence thereof to read as follows:-

> The audit committee shall consist of not less than five directors.

The Secretary cast the proxies running to her and John Larkin Thompson, both of whom were present.

CONSIDERATION OF THE AGREEMENT AND PLAN OF MERGER OF MONTACHUSETT HEALTH PLAN INTO THE CORPORATION

The Chair called upon Mr. Thompson to present the proposed Agreement and Plan of Merger of Montachusett Health Plan into the corporation. The proposed Agreement and Plan of Merger had been sent to the corporate members.

The Montachusett Health Plan (the "Plan") was created by Blue Cross and Blue Shield of Massachusetts with the Burbank Hospital in 1983. In order to address operational difficulties the Plan has faced over the past several years, Blue Cross and Blue Shield recently obtained 100% control over the Plan. The

corporation's management believes this is an important step towards a more effective HMO/IPA presence in central Massachusetts by Blue Cross and Blue Shield.

The proposed merger of the Plan into Blue Cross and Blue Shield will greatly facilitate administrative, marketing, and other efforts. These will, in turn, aid in the corporation's initiatives in the HMO/IPA marketplace. There are no added costs to Blue Cross and Blue Shield associated with this merger.

On January 2, 1991, the board of directors of Blue Cross and Blue Shield of Massachusetts, Inc. voted affirmatively to recommend to the members the merger of the Plan into the corporation. Management also recommends affirmative action by the members.

Following discussion, upon motions duly made and seconded, it was unanimously

Voted: To merge, pursuant to G.L.c. 180, section 10, Montachusett Health Plan, Inc. into Blue Cross and Blue Shield of Massachusetts, Inc. on the terms set forth in the Agreement and Plan of Merger accompanying this action.

Voted: To authorize the president, treasurer, and clerk of Blue Cross and Blue Shield of Massachusetts, Inc. to do all such acts and execute all such documents, including the Agreement which was adopted in the preceding vote, as may be necessary to effect the merger.

The Secretary cast the proxies running to her and John Larkin Thompson, both of whom were present.

CONSIDERATION OF THE AGREEMENT AND PLAN OF MERGER OF THE NEW ENGLAND INSTITUTE FOR HEALTHCARE SERVICES RESEARCH, INC. INTO THE CORPORATION

The Chair next called upon Mr. Thompson to present the proposed the Agreement and Plan of Merger of the New England Institute for Healthcare Services Research, Inc. ("NEI") into the corporation. The proposed Agreement and Plan of Merger had been sent to the corporate members.

NEI was created by Blue Shield of Massachusetts, Inc. as a separate corporation which would conduct health care research. Becoming a self-supporting entity was one of the goals established for NEI. However, over the years, NEI was unable to garner sufficient support in the marketplace to fully fund this venture as a separate entity. It is currently inactive.

Merger of NEI into Blue Cross and Blue Shield is consistent with corporate reorganization efforts and will result in no additional operating costs to Blue Cross and Blue Shield of Massachusetts, Inc.

On February 6, 1991, the Blue Cross and Blue Shield board of directors voted to recommend the merger of NEI into the corporation. The corporation's management also recommends affirmative action by the members on the proposed merger.

Following discussion and upon motions duly made and seconded, it was unanimously

Voted: To merge, pursuant to G.L.c. 180, section 10, New England Institute for Healthcare Services, Inc. into Blue Cross and Blue Shield of Massachusetts, Inc., on the terms set forth in the Agreement and Plan of Merger accompanying this action.

Voted: To authorize the president, treasurer, and clerk of Blue Cross and Blue Shield of Massachusetts, Inc. to so all such acts and execute all such documents, including the Agreement which was adopted in the preceding vote, as may be necessary to effect the merger.

The Secretary cast the proxies running to her and John Larkin Thompson, both of whom were present.

REPORT OF THE TREASURER

The Chair called upon Joseph Fermano, Vice President, Finance and Treasurer, to present his report for the calendar year 1990.

Mr. Fermano reported on the corporation's 1990 financial results. For the year ending December 31, 1990, Blue Cross and Blue Shield had a net gain of $30.2 million, the corporation's largest gain in the past five years.

The Group and HMO/IPA lines of busienss, on a combined basis, provided a $96 million contribution to net income for the year 1990. Of the Group business, the Master Health program earned premium $69 million compared to $46 million in 1989. Losses for the Direct Pay (non-group) program were $58.9 million prior to the Group subsidy of $28.7 million. The Medex program had a net loss of $18 million; in 1989, this loss was $45 million.

The corporation's HMOs had a combined net gain of $10.4 million for 1990. The staff model HMO had a net gain of $8.5 million compared to a net gain of $3.8 million in 1989. The IPA network a net gain of $1.9 million; it had a gain of $690,000 in 1989.

At December 31, 1990, the corporation had cash and investments of $444 million. This represents a 25% increase over the corporation's $356 million in cash and investments at year end 1989.

For 1990, Blue Cross and Blue Shield had GAAP surplus of $159.0 million and statutory surplus of $59.3 million. Statutory surplus increased $20 million in 1990.

The Chair thanked Mr. Fermano for his report.

REPORT OF THE PRESIDENT

The Chair introduced the President, John Larkin Thompson, and then asked him to present his report to the members.

Mr. Thompson reported on the corporation's activities during 1990, a year of changes and challenges for Blue Cross and Blue Shield. Throughout 1990, the corporation responded to the recommendations contained in the Cresap-Tillinghast report of corporate review. Conducted by Cresap-Tillinghast at the behest of

Blue Cross and Blue Shield and the Division of Insurance, the report contained findings and recommendations to be addressed by both the corporation and and the Division of Insurance.

Mr. Thompson reviewed some of the corporation's major accomplishment in 1990, which responded to the Cresap-Tillinghast recommendations and other issues. These included a reduction in the size of the board of directors, the reorganization and restructuring of senior management (copies of the revised senior management structure were distributed), the implementation of the Performance Improvement Project, the development of a strategic business plan, and review and installation, when available and appropriate, of the components of System 21.

Over the last ten years, the corporation's regulated lines of business (Medex and non-group) have incurred a combined net loss of $490 million. The Division of Insurance has responded to recommendations in the Cresap-Tillinghast report regarding its rate setting process for these lines of business. New regulations have been filed that address many concerns regarding, for example, retroactivity.

Mr. Thompson reported on some of the corporation's major focuses during 1991. These included the expansion of the corporation's managed care network and support of the passage of several pieces of legislation. One would delete the corporation's statutory discount and the other would implement small group reform.

There being no further business, the meeting adjourned at 1:30 p.m.

A true record.

Attest:
Judith A. Alukonis
Secretary

The following members of the corporation were present in person:

Non-Group Subscriber
Otto A. Wahlrab, Rehoboth
Richmond B. Woodward

State Labor Council, AFL-CIO
Joseph Kelleher

Subscribing Groups
Acushnet Company, New Bedford - John Somatican
A. W. Chesterton Company, Stoneham - John R. Riley
Bull Worldwide Information Systems, Billerica - Pamela A. Krol
Cape Cod Hospital, Inc., Hyannis - Charles R. Morrill
City of Cambridge, Cambridge - Michael Gardner
FLEXCON Company, Inc., Spencer - Joanne Quinn
Glouceseter Engineering Co., Inc., Gloucester - J. Ronald Ross
Gordon College, Wenham - Timothy Stebbings
Haartz Corporation, Acton - Ernest H. Greppin, Jr.
Harvey Industries, Inc., Waltham - James E. Cronan
Heritage-NIS Bank for Savings, Holyoke - Richard B. Covell
King Instrument Corporation, Westborough - Sy Lazarus
Lawrence Savings Bank, Lawrence - Paul G. Miller
Malden Mills Industries, Inc., Lawrence - Alan Kravnelis
New Bedford Fishermen's Welfare Fund, New Bedford - Patricia A. Ferreira
Plymouth County Commissioners, Plymouth - Joseph W. McCarthy
Reed & Barton Silversmiths, Taunton - Albert D. Krebel
R. H. White Construction, Co., Inc., Auburn - Robert E. Maynard
Stride Rite Corporation, Cambridge - Regina Dahlberg
Tedeschi Food Shops, Rockland - Allen P. Reardon

The following members of the corporation were present by proxy running to John Larkin Thompson and Judith A. Alukonis who were present:

Medex Subscribers
Gladys Cail, Reading
Doris M. Hall, Worcester
Emily D. Smith, Harwich

Subscribing Groups
Archdiocese of Boston, Brighton - Paul Deeley
Associated Industries of Massachusetts, Boston - John Gould
Big Y Foods, Inc., Springfield - Bradford F. Cronin
(The) Boston Company, Inc., Boston - Gerald Raphel
Cincinnati Milacron-Heald Corporation, Worcester - Kenneth B. Miller
City of Fall River, Fall River - Sharon M. Skeels
Colonial Gas, Inc., Lowell - Barbara Field
Commerce Insurance Company, Webster - Ronald J. Lareau
Crane & Co., Inc., Dalton - James Manning
Cumberland Farms, Canton - Foster Macrides
Deerfield Plastics, South Deerfield - Peter C. Dube
DeMoulas Supermarkets, Inc., Tewksbury - D. Harold Sullivan
Erving Paper Mills, Erving - Denis Emmett
EUA Service Corporation, West Bridgewater - Dennis Nations

Federal Reserve Bank of Boston, Boston - William McDonough
Foxboro Company, Foxboro - Jay D. Hobson
Hansen Engineering & Machinery Co., Inc. Danvers - Frank D'Orio, Jr.
Harrington Memorial Hospital, Southbridge - Richard M. Mangion
High Voltage Engineering Corporation, Boston - Gordon R. Hamilton, Jr.
Hyde Manufacturing Company, Southbridge - Joseph J. Zalieckas
Industrial Engineering & Machinery Company, Inc., Braintree- Morris Neiman
(The) Ivey Companies, Inc., Great Barrington - Robert Cimini
Joan Fabrics Corporation, Tyngesboro - Henry Newell
Kollmorgen Corporation, Electro-Optical Division, Northampton - James S. Geller
M/A-COM, Inc., Burlington - T. Jeffrey Howe
Melrose-Wakefield Hospital Association, Melrose - Richard S. Quinlan
Merrimack College, North Andover - Bernard H. Smith, Jr.
Norfolk County Commissioners, Dedham - Ann Call
Polaroid Corporation, Cambridge - Owen J. Gaffney
Princess House, Inc., North Dighton - K. Peter Kahn
Raytheon Company, Lexington - E. Leonard Kane
Rogers, Lunt & Bowlen Company, Greenfield - James H. Lunt
Salem News Publishing Company, Salem - Robert Sears, Jr.
Shaw's Supermarkets, Inc., East Bridgewater - Robert L. Eklund
Sheet Metal Workers Local 63, Springfield - Richard E. Averill
Shipley Company, Newton - Frank H. Miklavic
Stop & Shop Companies, Inc., Braintree - James Murdoch
Texas Instruments, Inc., Attleboro - Robert Kearney
United Steel and Aluminum Corporation, Norwood - Peter V. Balboni
Wyman-Gordon Company, Worcester - Anne B. O'Brien

The following persons were present from firms which are either members of the corporation or were nominees for election:

Raytheon Company, Lexington - Bruce D. Nogueira
UST Corporation, Boston - Gerald Miller

The following directors and officers were present:

Milton L. Glass, Vice Chair of the Board of Directors
James F. Conway, Jr., Director
Laurens MacLure, Director
Chester R. Messer, II, Director
John Larkin Thompson, President and Director
William C. Van Faasen, Executive Vice President and Director
Sinclair Weeks, Jr., Director
Judith A. Alukonis, Secretary
Joseph Avellone, M.D., Senior Vice President-Delivery Systems Management
Arthur E. Banks, Vice President-Human Resources
Paul G. Bostley, Senior Vice President-Operations
Anthony J. Cianci, Vice President-Internal Audit
Richard C. Commander, Vice President-Business Systems Implementation
Edward J. Dailey, Esq., Assistant Secretary and General Counsel
Joseph Fermano, Vice President-Finance and Treasurer
M. L. Gamache, Senior Vice President-Information Services
Robin M. Lipson, Vice President-Corporate Planning
Michael T. Manning, Assistant Treasurer
Carol Nashe, Vice President-Community Affairs

Karen M. Quigley, Vice President-Network Planning and Product Development
Louis J. Fesca, Jr., Vice President-Government Programs
Gerard P. Roche,Vice President-Administrative Support
Alice F. Rosenblatt, Senior Vice President-Chief Actuary
Sharon L. Smith, Vice President-Delivery Network Management
Steven Tringale, Vice President-External Affairs
Max W. Ward, Vice President-Production Services
Leon S. White, Vice President-Senior Consultant

Also present were Jeffrey Swope, Esq., legal counsel from Palmer & Dodge, and a number of Blue Cross and Blue Shield personnel.

Blue Cross and Blue Shield of Massachusetts

ANNUAL REPORT

1990

CONTENTS

Blue Cross Blue Shield of Massachusetts

HIGHLIGHTS

	1990	1989
Premiums Earned	$ 3,396,962,000	$ 3,161,087,000
Net Investment Income	$ 38,642,000	$ 23,355,000
Benefits Provided Members	$ 3,115,352,000	$2,929,672,000
Operating Expenses for Members	$ 289,688,000	$ 253,317,000
Income Taxes, Net	$ 350,000	$ –
Net Income	$ 30,214,000	$ 1,453,000
Benefit Payments for Government Beneficiaries	$ 2,804,836,000	$ 2,502,012,000
Operating Expenses for Government Beneficiaries	$ 46,064,000	$ 46,273,000
Employees at Year End	6,394	6,505
Total Membership	2,249,000	2,504,000

TO OUR MEMBERS

1990 marked the beginning of a new Blue Cross and Blue Shield—a company with the strength, experience, energy and vision to remain a leader in the '90s.

The new Blue Cross and Blue Shield began evolving with the release, in March, of a report on the results of a review of the company's corporate operations and the Massachusetts regulatory environment by the consulting firm of Cresap-Tillinghast. While its findings were not always pleasant to hear, the message was important and the recommendations called for significant change.

With the consultant's recommendations as a starting point, the company's management and Board of Directors immediately set to work to structure a Turnaround Program to maximize efficiency, rebuild reserves and stabilize market share. The transformation began within the Board itself, which was reduced in size by 50 percent. A senior management team, spearheaded by new Chief Operating Officer William Van Faasen, is charged with the responsibility of meeting the challenges of an ambitious corporate mission: Blue Cross and Blue Shield promises a renewed commitment to the people of Massachusetts, to offer a full range of health care options, and to help employers and consumers manage the costs of their health care.

This mission can only be fulfilled by a lean, agile, financially responsible and market-focused organization. To this end, the company is expanding its portfolio of products to include a full range of new managed care options, as well as its trademark traditional products. The company is expanding HMO networks into new markets across the state. A significant number of cost-saving and effectiveness-improving initiatives have been put in place. These initiatives have already reduced the company's operating expenses. After a modest financial gain in 1989, 1990's $30 million gain is encouraging and a sign of the success of these initial efforts.

In 1991 and the years ahead, you will see a revitalized Blue Cross and Blue Shield reassert itself as an innovator in the Massachusetts health care environment. We are confident that the new Blue Cross and Blue Shield will turn today's visions into tomorrow's reality.

W. F. Allen Jr.

William F. Allen, Jr.
Chair of the Board

John Larkin Thompson

John Larkin Thompson
President and Chief Executive Officer

Change. That the company's long-term viability depends on significant change was the message delivered to Blue Cross and Blue Shield of Massachusetts this past year. In the fall of 1989, Blue Cross and Blue Shield and the Division of Insurance jointly commissioned the independent actuarial and management firm of Cresap-Tillinghast to examine the operations of the company and the Massachusetts health care environment. The agreed-upon purpose of the review was to: identify strategies that will strengthen the company's ability to function as a viable organization in the future; return the company to financial soundness; and improve its competitive position. In addition, the consultants reviewed and made suggestions for improvement to the regulatory process that controls both Medex®' and direct-payment (non-group) rates.

Six months, 1,200 interviews with employees, accounts, competitors and legislators, and much detailed analysis later, the results of the review were made public. The findings contained a powerful message.

The study reaffirmed that Blue Cross and Blue Shield fulfills a central and unique role in the delivery and financing of health care in Massachusetts, and could not easily be replaced. At the same time, significant problems both inside the company and with the regulatory process have seriously weakened the company's financial and competitive position.

As the market has moved increasingly toward HMOs and other forms of managed care, Blue Cross and Blue Shield has not moved decisively in this direction. However, the report also acknowledged that Blue Cross and Blue Shield's name recognition and reputation are unparalleled in the market. Its strong market share and focus on the Massachusetts health care environment provide it with a solid foundation for improving its responsiveness to change and evolving customer needs.

A WHOLE NEW APPROACH TO THE FUTURE

1990 was a year of strategic planning for the future, and the beginning of changes that will be carried through 1991 and beyond. In the past year, the top priority was to develop a Turnaround Program and to begin implementing as quickly as possible the general recommendations outlined in the consultant's final report. The Board of Directors was instrumental in defining the company's new direction and mapping out a strategy to meet its goals. The resulting strategic plan is the foundation for a whole new approach to the future. The new Blue Cross and Blue Shield will:

- Be open to change
- Move quickly and aggressively
- Offer an integrated line of health plans in a coordinated manner
- Be competitive in both benefit costs and administrative costs

The Board began its restructuring at home, paring itself down from 31 members to a smaller, more working panel half the original size. One of the first projects that the Board and management recommended be undertaken was the Performance Improvement Project. Blue Cross and Blue Shield employees, supported by Cresap-Tillinghast consultants, looked at the work of the company from the perspective of improving efficiency, reducing costs and improving the effectiveness of operations.

This effort resulted in over 470 recommendations, affecting every area of the company, that should cut operating expenses by 15 percent. The recommendations involve reorganizing every department over the next two years and investing in new technologies to change from the old way of doing things to new and better methods.

A senior management team, headed by Chief Operating Officer William Van Faasen, has begun implementing the many changes recommended by the Performance Improvement Project.
Mr. Van Faasen came to Blue Cross and Blue Shield of Massachusetts in June from Blue Cross and Blue Shield of Michigan, where he was senior vice president of Operations. His experience with the Michigan Plan's recent successful revitalization will benefit Blue Cross and Blue Shield of Massachusetts as it proceeds with its own ambitious turnaround program—cutting waste and inefficiency and instilling a new commitment to customer service and managed care to create a streamlined, agile, cooperative, customer-focused, market-driven company.

THE COMPONENTS OF FUTURE SUCCESS

A crucial component of Blue Cross and Blue Shield's new commitment to customers will be the ability to pay claims more efficiently. The company's investment in a new claims system is essential to its revitalization and remains a corporate priority. Because of the complexity of the project, the company has tightened the focus on certain critical components to facilitate careful management of its financial aspect. In 1991, 132,000 direct-payment (non-group) members under age 65 will be converted to the new system.

Improved efficiency and reduction in costs are also the goals of the company's expanded Electronic Media Claims (EMC) capabilities. EMC gives providers a variety of efficient ways to electronically submit their Blue Cross and Blue Shield and Medicare B claims and obtain benefit and eligibility information for their Blue Cross and Blue Shield patients. In addition, it cuts down on the company's claims processing costs, since the provider's staff submits claims directly.

In 1990, providers used the EMC program to submit approximately 30 percent of the Blue Cross and Blue Shield professional claim volume and four million Medicare B claims. EMC program use is expected to increase in 1991 as more providers discover the convenience and cost-saving advantages of electronic claims submission.

Blue Cross and Blue Shield's role as a Government intermediary will continue to be a key component of its future success. In 1990, the company continued the aggressive expansion of its responsibilities as a Medicare contractor. The successful consolidation of the New England Consortium for Medicare A claims processing earned the implementation team the prestigious Regional Administrator Awards. In addition, the Tri-State (Maine, New Hampshire and Vermont) fixed-price contract was consolidated into the Massachusetts Medicare B cost-reimbursement contract, providing the company with a further financial incentive to maintain its superior quality standards. The company continued to achieve high marks for efficiency, accuracy and productivity, receiving Contractor Performance Evaluation Program scores of 99 percent for Massachusetts Part A and 93 percent for both Massachusetts and Tri-State Part B.

In 1991, the company plans to implement imaging character recognition (ICR) technology for Government Programs, a process through which a computer actually reads the claims image. It will also begin the first phase of the five-year national conversion to Physician Payment Reform (also known as the Resource-Based Relative Value Scale) to make reimbursement among physician specialties more equitable.

In the state arena, a new, positive relationship was forged with the Division of Insurance and will be invaluable to the success of the company's turnaround. In 1990, in cooperation with the Division, Blue Cross and Blue Shield reviewed the state's regulatory practices with an eye toward reducing unnecessary burdens on the company while safeguarding public interests. One of the primary concerns the company communicated to the Division was that the

premium rate approval process for direct-payment and Medex did not contribute to effective and efficient rate setting that addressed both the fiscal issues of the company and public perceptions and needs. Blue Cross and Blue Shield wants to continue to serve this constituency and is working with the Division to find constructive ways, through regulatory reform, to address the growing social problems of the state's aging population and increasing unemployment. As the company moves into the '90s, Blue Cross and Blue Shield can no longer afford to be the sole source of providing these individuals with affordable health insurance, as demonstrated by a $294 million loss (after the group subsidy) on direct-payment and Medex lines of business since 1985.

Ultimately, the company's traditional strengths, coupled with its new capabilities, will allow it to continue to be a powerful force in the health care marketplace of the future. With broad capabilities and an expansive portfolio of products, Blue Cross and Blue Shield will have the flexibility to react to unanticipated changes in the health care environment.

In 1991, Blue Cross and Blue Shield will continue working on ways to:

Establish integrated provider networks to support health plan options and meet customer needs

Integrating the three provider networks—HMO, PPO and traditional health plans—will enable Blue Cross and Blue Shield to support a broad portfolio of products in the most cost-effective way. It will help competitively position the company by providing leverage to negotiate provider reimbursement methods that better control costs and utilization, while at the same time enabling the company to meet customers' needs.

Recognize that different markets have different needs and use new approaches to reach these markets

A major component of the restructuring is the reorganization of many functions of the company into dedicated service centers. The first of these centers will be for the direct-payment population, and will open in the spring of 1991. Each dedicated service center will combine a number of previously separate functions, such as customer service, enrollment and certain liability and recovery, claims processing and utilization review activities, as well as account reporting and service needs, at one location under one management team.

In October 1990, Blue Cross and Blue Shield launched the Small Business Marketing Group telemarketing division as a way to sell and service businesses with 5 to 24 employees. It is a large market segment with over 40,000 prospective business customers. The sales and renewal team uses a sophisticated personal computer network to bring together a variety of systems providing fast, in-depth information. The representatives can call up a detailed profile on a prospective company, do rating over the telephone, and keep track of correspondence sent to a company, as well as that company's particular product interest.

By the end of 1990, the Small Business Marketing Group made almost 13,000 prospect calls. Sales totaled 73 new medical groups and 13 new dental groups, representing a total of 1,001 members—establishing the unit as an important contributor to the company's future success.

Minimize the cost of traditional health plans

As HMO and PPO capabilities are built, the company must maintain its subscriber base to remain the dominant competitor in traditional indemnity insurance. Toward this end, Blue Cross and Blue Shield has begun revising and will continue to review its rating and underwriting practices. The company has also committed to: strategically market to improve the risk pool; aggressively manage its provider networks; redesign benefits; improve the effectiveness of its benefit management programs; and reduce claims and administrative costs.

Redesign and strengthen the portfolio of health plans to offer a broader range of plans with a variety of price and provider-choice options

Member-level losses to competing health plans because of price issues will slow down as the company positions itself as a "full-service" health care company, offering the best value for the money with a wide variety of plans at varying prices. If a group wants to leave a product to save money, Blue Cross and Blue Shield will be able to offer them a satisfactory alternative.

Restructure and expand the HMO delivery system

Blue Cross and Blue Shield's existing HMOs—the HMO/IPA (independent practice association) Network, which includes Berkshire Health Plan®', Montachusett Health Plan, North Shore Health Plan™, Western Massachusetts Health Plan and the group-model HMO, Lahey Clinic - Blue Cross and Blue Shield Health Maintenance Plan; and the staff-model HMOs, Medical West®' Community Health Plan and Medical East®' Community Health Plan—will be combined into one mixed-model delivery system. Blue Cross and Blue Shield has an opportunity to have the only HMO network in Massachusetts providing statewide accessibility. The company will capitalize on this advantage and build on enrollment from our existing membership base of 240,000. It has already begun with the expansion of the IPA network, specifically Montachusett Health Plan, which has so far recruited 263 new community-based physicians in the Worcester area and increased the Montachusett service area to include 77 cities and towns in and around Worcester and northern Worcester County. At year end 1990, 165 new groups, accounting for 4,217 new members, had committed to joining the plan effective January 1, 1991.

IPA expansion will be accelerated throughout 1991, through the recruitment of providers with established practices as a cost-effective way to make the network more marketable.

Replace the existing PPO with a stronger plan that can be more competitively priced

A PPO product with strong benefits and wide, but not full, provider access will play an important role in the restructured company's future. The existing PPO has not been as well received as anticipated. The new PPO product will be priced lower, have an even larger physician network and be more selective in hospital recruitment. The PPO will provide a transition vehicle that accounts can offer subscribers to replace first-dollar, full benefit coverage.

Manage the financial performance of regulated lines and strive to break even in the near future

The regulated lines of business—direct-payment and Medex—have caused a severe strain on reserves due to rates that are too low to cover claims costs. Blue Cross and Blue Shield will continue working with the Division of Insurance to bring about changes in the legislative and regulatory environment.

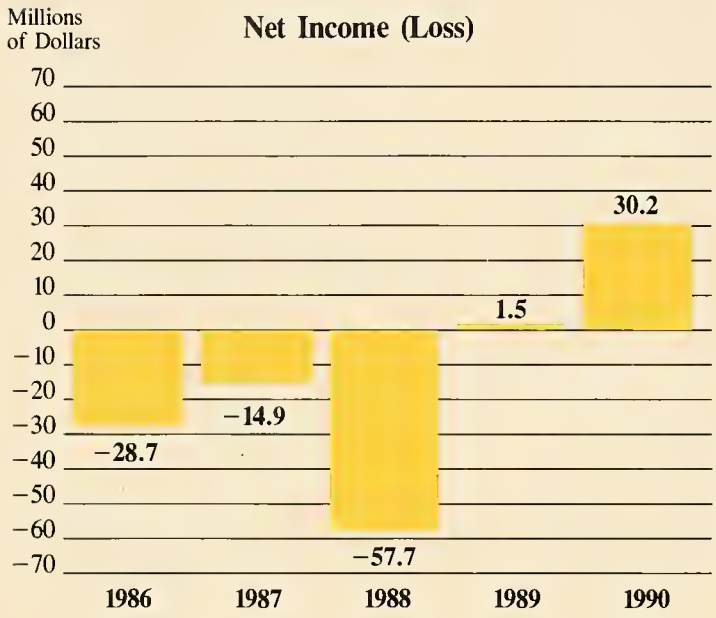
To better service the direct-payment and elderly markets, Blue Cross and Blue Shield is developing new, lower-cost alternative products to Managed Major Medical™ and the Medex plans, including an optional mail service prescription drug program as a way of reducing costs. The company also plans to actively market direct-payment products to younger segments of the working uninsured and Medex products to the young elderly in an effort to improve the risk pools by attracting healthy members who will contribute to premium while using their benefits less extensively than the current direct-payment and Medex populations, thereby helping to stabilize the rates.

Focus on the future

A new vision, a new management team, a new commitment to customers. Blue Cross and Blue Shield initiated many positive changes in 1990. Over the coming year, the company's focus will be on becoming more competitive, more responsive to the changing health insurance market and more financially secure.

The events of 1991 and beyond will result in more than just a facelift for Blue Cross and Blue Shield—fundamental changes will bring about the birth of a new organization. The new organization will capitalize on traditional strengths, but head them in a new direction. It will still be Blue Cross and Blue Shield, with all the quality, stability and service to community the name implies. But it will be a *new* Blue Cross and Blue Shield—a company aggressively directed toward the challenges of the future.

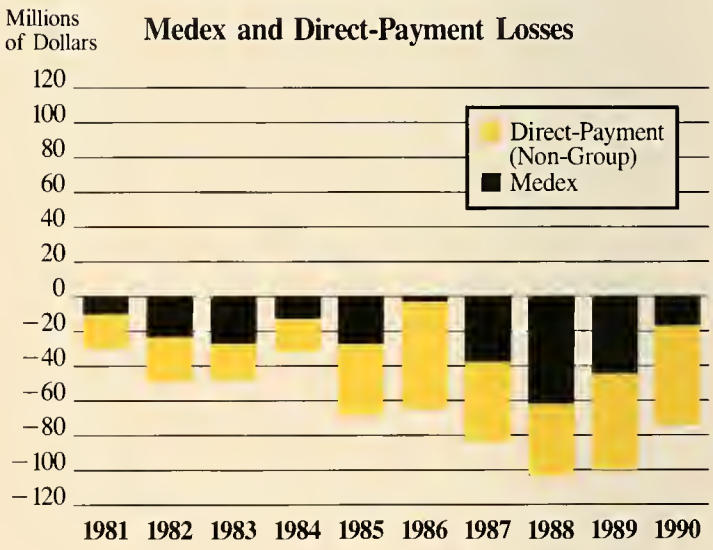
During 1990, Blue Cross and Blue Shield of Massachusetts initiated a turnaround program intended to maximize operating efficiency, enhance the company's financial position and fulfill the new corporate mission. In its first year, this turnaround program began to show positive impact on the company's financial results which demonstrated the highest gain in the last five years. The 1990 operating results for Blue Cross and Blue Shield produced net income of $30.2 million, a substantial improvement over last year's net income of $1.5 million and an indication of the company's success at revitalization.



Group and HMO lines of business, on a combined basis, provided a $96.2 million contribution to net income in 1990, before the direct-payment (non-group) subsidy. The HMO and HMO/IPA business yielded a gain, as it had in 1989. The HMO and HMO/IPA Network's $10.4 million 1990 net income was $6.6 million higher than the $3.8 million net income for 1989. This increase was the result of aggressive provider contracting, rate increases and improved utilization management at the staff-model HMO, Medical West Community Health Plan, Inc. The company's traditional Master Health® product showed significant improvement with a $68.7 million contribution in 1990 compared to $45.9 million in 1989. This increase reflects the company's emphasis on improving the efficiency and effectiveness of its benefit management programs.

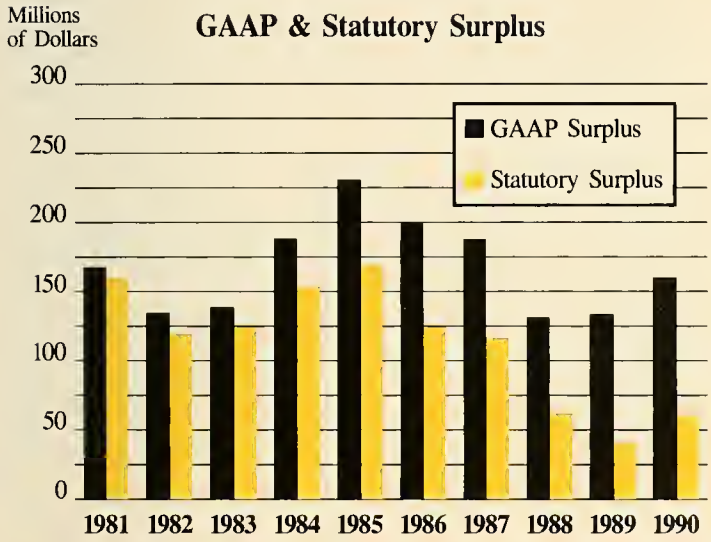
Although group business continues to be the company's major gain-producing line, adverse selection in the Master Medical® and Master Health products and subscriber losses in all group lines are challenges that management is concentrating on in 1991.

In 1990, the losses in regulated lines of business were reduced as compared to recent years. Due to the repeal of Medicare Catastrophic benefits, the company received a 66% Medex rate increase in January 1990. This was a major factor in the reduction of the Medex net loss from $44.5 million in 1989 to $17.9 million in 1990. Direct-payment lines continued to produce losses in 1990 in the amount of $59 million before the group subsidy and $30.3 million after the subsidy. These results are comparable to the 1989 losses of $55.6 million before the group subsidy and $27.6 million after the subsidy. The company requested a direct-payment rate increase of 47.8% effective May 1990. However, the Division of Insurance approved only a 31.3% increase effective September 1990. The lower approved rate and the delay in effective date combined to exacerbate direct-payment losses by $24.5 million in 1990.



In 1990, the company showed significant improvement in the strength of its balance sheet. Cash and investments increased to $443.6 million, a 24.8% increase over 1989's $355.5 million. In addition, the company increased its provision for unpaid claims liability by $29.8 million to $633.2 million in 1990 from the 1989 level of $603.4 million. Unpaid claims liability is the amount the company provides for claims that have been incurred but not yet paid.

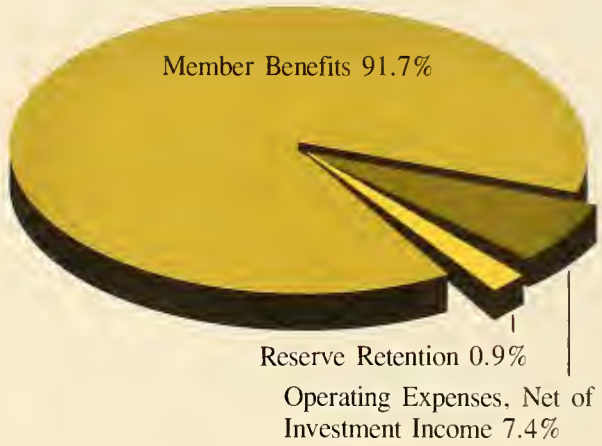
Surplus levels improved significantly on both a generally accepted accounting principles (GAAP) basis and a statutory accounting basis. GAAP surplus at December 31, 1990, was $159 million compared to $128.8 million at December 31, 1989. Statutory surplus at December 31, 1990 and 1989, was $59.3 million and $38.8 million, respectively. This 52.8% increase is a major early accomplishment as the company expects to continue to strengthen its balance sheet and surplus levels in the 1990s.



Operating expenses were $289.7 million in 1990. The increase in operating expenses was somewhat offset by investment income of $38.6 million. Investment income, fueled by the company's $88.1 million positive cash flow for the year, increased by $15.3 million in 1990 from $23.3 million in 1989.

Member benefits as a percentage of earned premium, or "loss ratio," decreased to 91.7% in 1990 from 92.7% in 1989. Although the 1% decline in loss ratio seems small, it represents an approximately $34 million improvement in operating gain.

How Each Premium Dollar Was Spent



The fundamental changes undertaken in 1990 are already producing positive results. These changes and the company's strategic planning for the future will make Blue Cross and Blue Shield a more competitive, flexible and financially sound organization in the 1990s and beyond.

Joseph Fermano

Vice President, Controllership
and Administration

Responsibility

The Plan's management is responsible for preparing the financial statements included in this report. These statements have been presented in accordance with generally accepted accounting principles. Other financial information contained in this report has been prepared on the same basis.

The preparation of the financial statements requires use of estimates and judgments which the Plan's management believes have been determined in a reasonable manner.

In order to accumulate and prepare the financial statements and other information, the Plan maintains a system of internal accounting and administrative controls.

Internal controls include a plan of organization, as well as clearly defined methods and procedures designed to provide reasonable assurance as to the integrity of the financial records and the safeguarding of assets. The system is augmented by the work of the internal audit division, which assists employees of the organization in the effective discharge of their responsibilities. To this end, internal audit furnishes them with analysis, appraisals, recommendations, counsel and information concerning the activities reviewed. Recommendations to improve internal controls as well as deviations from established procedures are reported to senior management for implementation of corrective action. Such reports are also made directly to the Audit Committee of the Board of Directors.

KPMG Peat Marwick, the independent auditors appointed by the Audit Committee of the Board of Directors, is responsible for performing an independent audit of the financial statements in accordance with generally accepted auditing standards and for expressing an opinion on the statements as to whether they present fairly the Plan's financial position, results of operations and cash flows. In connection with their audit, the actuarial assumptions, methods and calculations used in the determination of the actuarial liabilities were reviewed. The independent auditors' report and the actuaries' report appear on page 21.

The Audit Committee of the Board of Directors reviews the activities of both the internal auditors and the independent auditors to satisfy itself that both are properly discharging their responsibilities. A more complete report on the Audit Committee follows.

Audit Committee

The Audit Committee of the Board of Directors of the Plan meets in joint session with representatives of the independent auditors, the internal audit division and members of management of the Plan. Following each joint meeting, the committee meets privately with the independent auditors and internal auditors to ensure a free and open discussion of any relevant subject.

The responsibilities of the Audit Committee include:

- Appointing the independent auditors
- Reviewing the independent auditors' approach to and planning of the annual audit
- Reviewing the independent auditors' management letter on internal accounting controls and the Plan's responses
- Reviewing the annual audit plan, audit reports and activities of the internal audit division

STATEMENTS OF OPERATIONS

Years Ended December 31, 1990 and 1989 (Dollars in Thousands)

	1990	1989
Premiums earned	$ 3,396,962	$ 3,161,087
Net investment income	38,642	23,355
Total income	3,435,604	3,184,442
Claims incurred	3,115,352	2,929,672
Operating expenses	289,688	253,317
Total claims incurred and operating expenses	3,405,040	3,182,989
Net income before income taxes and extraordinary item	30,564	1,453
Provision for federal income taxes	3,400	—
Net income before extraordinary item	27,164	1,453
Extraordinary item — tax effect of utilizing net operating loss carryforwards	3,050	—
Net income	$ 30,214	$ 1,453

CHANGES IN OPERATING SURPLUS

Years Ended December 31, 1990 and 1989 (Dollars in Thousands)

	1990	1989
Balance at beginning of year	$ 128,762	$ 127,309
Net income	30,214	1,453
Balance at end of year	$ 158,976	$ 128,762

See accompanying summary of significant accounting policies and notes to financial statements.

BALANCE SHEETS

December 31, 1990 and 1989 **(Dollars in Thousands)**

Assets	1990	1989
Cash and investments	$ 443,556	$ 355,512
Accounts receivable (net of reserve for uncollectible items)		
Billed	112,260	152,634
Accrued	185,725	170,234
Amounts accrued for unpaid claims for non-premium business	270,643	265,847
Property and equipment (net of depreciation)	174,692	160,763
Other assets	62,388	55,532
Total assets	$ 1,249,264	$ 1,160,522
Liabilities and Operating Surplus		
Provision for:		
Unpaid claims	$ 633,197	$ 603,389
Group experience refunds	23,639	18,469
Settlements	26,755	18,584
Claims processing expenses	19,047	16,340
Total provisions	702,638	656,782
Accounts payable and accrued expenses	102,468	108,651
Mortgage notes payable	5,389	12,898
Cost reimbursement deposits	181,706	163,493
Premium advance payments	32,625	34,849
Unearned premiums	65,462	55,087
Total liabilities	1,090,288	1,031,760
Operating surplus	158,976	128,762
Total liabilities and operating surplus	$ 1,249,264	$ 1,160,522

See accompanying summary of significant accounting policies and notes to financial statements.

STATEMENTS OF CASH FLOWS

Years Ended December 31, 1990 and 1989 (Dollars in Thousands)

	1990	1989
Cash flows from operating activities:		
Net income	$ 30,214	$ 1,453
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	19,554	21,573
(Increase) decrease in assets:		
Accounts receivable	24,883	77,912
Amounts accrued for unpaid claims for non-premium business	(4,796)	(557)
Other assets	(8,174)	313
Increase (decrease) in liabilities:		
Unpaid claims	29,808	64,041
Group experience refunds	5,170	(7,256)
Settlements	8,171	2,869
Claims processing expenses	2,707	968
Accounts payable and accrued expenses	(6,183)	(3,501)
Unearned premiums	10,375	4,064
Total adjustments	**81,515**	**160,426**
Net cash provided by operating activities	**111,729**	**161,879**
Cash flows from investing activities:		
Net sales (purchases) of long-term investments	(188,511)	48,615
Net purchase of computers and equipment	(3,389)	(8,616)
Net additions to computer software	(18,778)	(24,527)
Net additions to land, buildings and leasehold improvements	(9,998)	(4,860)
Net cash provided by (used for) investing activities	**(220,676)**	**10,612**
Cash flows from financing activities:		
Deposits received from cost reimbursement groups	18,213	3,462
Premium advance payments, net	(2,224)	504
Payment of mortgage notes	(7,509)	(836)
Net cash provided by financing activities	**8,480**	**3,130**
Net increase (decrease) in cash and short-term investments	**(100,467)**	**175,621**
Cash and short-term investments, January 1	**249,627**	**74,006**
Cash and short-term investments, December 31	**$ 149,160**	**$ 249,627**

See accompanying summary of significant accounting policies and notes to financial statements.

Blue Cross and Blue Shield of Massachusetts, Inc., the "Plan," is a non-profit hospital and medical service corporation in the Commonwealth of Massachusetts and is subject to regulation by the Division of Insurance. It is organized for the purpose of establishing, maintaining and operating a non-profit hospital and medical service plan to provide hospital and medical care and reimbursement for other health services to its members. Hospitalization, medical and other health benefits are provided for members through contracts with hospitals, participating physicians, skilled nursing facilities, nursing homes and other organizations including health maintenance organizations. The Plan also administers certain federal and state government programs including Medicare and Federal Employee Program and participates in a national arrangement to process claims for other Blue Cross and Blue Shield Plans throughout the country. The Plan offers Master Medical, Master Health Plus®, Master Health Preferred®, Master Dental®, health maintenance organizations, direct-payment, Medicare extension and other supplementary programs for the benefit of its members.

The major accounting principles and practices followed by the Plan are presented to assist the reader in evaluating the financial statements and accompanying notes.

Basis of Presentation

The financial statements of the Plan are reported to the Division of Insurance of the Commonwealth of Massachusetts on the basis of statutory accounting practices and are presented herein in conformity with generally accepted accounting principles (GAAP). Certain reclassifications have been made to the 1989 financial statements in order to conform to the 1990 presentation. A reconciliation between the statutory surplus and the GAAP surplus follows:

	(Dollars in Thousands)	
	1990	**1989**
Statutory surplus	$ 59,347	$ 38,818
GAAP adjustments:		
Receivable balances over 90 days old	11,786	20,438
Other miscellaneous items to be expensed in future periods	11,386	10,661
Equipment and capitalized software development costs, net of accumulated depreciation and amortization	95,822	83,473
Reserve for uncollectible items	(19,365)	(24,628)
	99,629	89,944
GAAP surplus	$158,976	$128,762

Investments

Bonds, including cash equivalent securities such as commercial paper, are carried at amortized cost. Gains or losses on investment sales are included in net investment income. Cost of investments sold is based on the average cost of securities held at the time of sale.

For purposes of reporting cash flows, short-term investments are comprised of government obligations and high-quality commercial paper having maturities of less than one year.

Property and Equipment

Property and equipment are recorded at cost, which includes expenditures for significant improvements. Maintenance, repairs and minor improvements are expensed as incurred. When property and equipment are retired or otherwise disposed of, cost and accumulated depreciation are removed from the accounts and any resulting gains or losses are included in operating expenses. Buildings are being depreciated over 45 years, building improvements over 10 years, computer equipment over 3 to 7 years and other equipment over various estimated useful lives, all using the straight-line method. Costs associated with major systems development efforts are capitalized and are being amortized over the estimated useful lives of the software.

Unpaid Claims

The Plan reserves for incurred, incomplete and unreported claims using historical claims data adjusted for the Plan's current experience. Included in this reserve are amounts representing estimated unpaid claims on Federal Employee Program and cost reimbursement business. A corresponding amount is established as a receivable offset since paid claims for these lines of business are reimbursed to the Plan.

Processing expenses related to unpaid claims are accrued based on an estimate of costs necessary to process such claims.

Group Experience Refunds

A reserve for group experience settlements, representing anticipated premium refunds for eligible groups, is based on experience and accumulated statistical data.

Premiums Earned

The Plan receives its premium income from regular premiums and cost reimbursement premiums. Regular member premiums are billed in advance of their respective coverage periods. Receivables and earned income for such premiums are recorded during the coverage period. The unearned portions of premiums for a coverage period are reported in the Balance Sheets as unearned premiums and are computed substantially on a monthly pro rata method. Cost reimbursement business is billed monthly on the basis of claims paid plus an administrative charge. Advance deposits are received from cost reimbursement groups and are reported in the Balance Sheets as cost reimbursement deposits.

Agency Contracts and Expense Reimbursements

The Plan has entered into agreements with several agencies of the federal and state governments and with other Plans whereby the Plan processes claims incurred by the participants and is reimbursed an allowance for operating expenses. The claims processed for others have been excluded from the Statements of Operations. Operating expenses are allocated to the various agencies and programs in order to determine reimbursable expenses, which are deducted from total operating expenses.

(1) Cash and Investments

Cash and investments (at amortized cost) at December 31, 1990 and 1989, include:

	(Dollars in Thousands)	
	1990	**1989**
Cash and short-term investments	$149,160	$249,627
Long-term investments:		
U.S. Government	119,656	65,868
Commercial bonds	174,740	40,017
Total long-term investments	294,396	105,885
Total cash and investments	$443,556	$355,512
Approximate quoted market value of investments, including cash	$448,283	$358,071

(2) Accounts Receivable

The amounts outstanding from customers, providers and others at December 31, 1990 and 1989, are as follows:

	(Dollars in Thousands)	
	1990	**1989**
Amounts billed to:		
Customers	$114,151	$151,063
Providers	16,112	24,703
Others	1,362	1,496
	131,625	177,262
Less: reserve for uncollectible items	19,365	24,628
Total amounts billed, net	$112,260	$152,634
Amounts accrued from:		
Customers	$116,619	$103,758
Providers	69,106	66,476
Total amounts accrued	$185,725	$170,234

(3) Property and Equipment

The Plan's office headquarters is located at 100 Summer Street, Boston. Other premises used are rented under various lease agreements. The Plan owns the land and buildings used by Medical West Community Health Plan, Inc., in Chicopee, Agawam, Braintree, Norwood, Brockton and Methuen. At December 31, 1990 and 1989, the cost of property and equipment consists of the following:

	(Dollars in Thousands)	
	1990	**1989**
Building, 100 Summer St.	$ 46,758	$ 44,026
Land, 100 Summer St.	1,997	1,997
Land and building	48,755	46,023
Medical West Community Health Plan, Inc., land and buildings	34,723	26,849
Leasehold improvements	8,402	8,360
Total land and buildings	91,880	81,232
Computer and other equipment	100,596	101,338
Computer software	84,757	67,870
Total cost	277,233	250,440
Less: accumulated depreciation and amortization	102,541	89,677
Net property and equipment	$174,692	$160,763

(4) HMO Consolidation

The Plan supports the concept and development of health maintenance organizations (HMOs) in the Commonwealth of Massachusetts. The Plan operates Medical West Community Health Plan, Inc., a staff-model HMO consisting of 11 health care centers in two regions: Medical West Community Health Plan and Medical East Community Health Plan. In addition, the Plan operates an HMO/IPA Network which includes Lahey Clinic-Blue Cross and Blue Shield Health Maintenance Plan, Berkshire Health Plan, Western Massachusetts Health Plan, Montachusett Health Plan and North Shore Health Plan. The books and records of these HMOs are kept separately in accordance with the provisions of Chapter 176G of the General Laws.

In 1990, the Plan acquired the assets and liabilities of Montachusett Health Plan, Inc., (Montachusett) using the purchase method of accounting. Effective December 1, 1990, Montachusett's operations were incorporated into the operations of the HMO/IPA Network.

A summary of key operating results of the HMOs that have been consolidated in the Plan's financial statements for 1990 and 1989 follows:

	(Dollars in Thousands)	
	1990	**1989**
Premium and other income	$329,626	$298,683
Expenses	319,196	294,910
Net income	$ 10,430	$ 3,773

Additionally, the Plan provides the HMOs with insolvency insurance and reinsurance for out-of-area claims and stop-loss protection for high-cost hospital claims. Through December 31, 1990, the Plan has invested $106,670,000 in the HMOs for funding of property and equipment, working capital financing and loans. Loan agreements exist with other HMOs to help finance start-up costs and to provide for working capital needs. The agreements stipulate interest rates that prevailed at the time the loans were made and include long-term repayment schedules, whereby all principal and accrued interest will be repaid.

(5) Mortgage Notes Payable

Mortgage notes payable at December 31, 1990 and 1989, were as follows:

	(Dollars in Thousands)	
	1990	**1989**
8½% notes secured by four floors in the headquarters building. Interest and principal are payable in monthly installments until December 1, 2005, subject to certain prepayment provisions.	$ 5,389	$ 5,565
Note secured by land and buildings in Braintree and Chicopee. Interest (at the prime rate less ¼%) and principal were payable in monthly installments until December 5, 1990.	—	7,333
Total mortgage notes payable	$ 5,389	$ 12,898

(6) Income Taxes

Under the Tax Reform Act of 1986, the Plan is subject to federal income tax beginning January 1, 1987. The provision for federal income taxes for 1990 is based upon the taxable income of the Plan excluding the net income of those HMOs which are not subject to federal income tax.

The provision for income taxes of $3.4 million includes a charge in lieu of income taxes of $3.1 million for an amount equivalent to the income taxes saved through utilization of net operating loss carryforwards.

The Plan's effective tax rate is less than the statutory rate of 34% due to utilization of the special deduction available to Blue Cross and Blue Shield Plans and application of tax rates under the alternative minimum tax (AMT) provisions. As a result, the Plan is subject to the AMT provisions which tax income at a rate of 20% and limit utilization of net operating loss carryforwards to 90% of taxable income.

The Plan had no liability for federal income tax at December 31, 1989.

At December 31, 1990, the Plan has net operating loss carryforwards, available to offset future income, of $61,400,000 for financial statement purposes and $54,500,000 for tax purposes. These carryforwards will expire between 2002 and 2004, if not previously utilized.

(7) Agency Contracts and Expense Reimbursements (Unaudited)

Claims processed for others, which have been excluded from the financial statements, and the related reimbursable administrative expenses, which have been offset against operating expenses in the Statements of Operations, are summarized as follows:

	(Dollars in Thousands)	
	1990	**1989**
Claims processed for:		
Medicare A	$1,809,950	$1,551,283
Medicare B (including Tri-State)	992,852	924,751
Commission for the Blind	2,034	25,978
	$2,804,836	$2,502,012
Administrative expenses reimbursed by:		
Medicare A	$ 11,459	$ 12,551
Medicare B (including Tri-State)	34,197	32,820
Commission for the Blind	408	902
	$ 46,064	$ 46,273

The contract to process claims for the Commission for the Blind expired in April 1989. The Plan continued to process run-off claims as they were submitted. The claim payments and administrative expenses charged to others are subject to audit by the respective agencies. In the opinion of management, adequate provision has been made in the accompanying financial statements for costs that may be disallowed as a result of such audits.

(8) Retirement Plan

The Plan participates in a noncontributory retirement plan for eligible employees. Pension costs charged to operations amounted to approximately $8,600,000 and $6,100,000 in 1990 and 1989, respectively. The components of pension cost for 1990 and 1989 are as follows:

	(Dollars in Thousands)	
	1990	**1989**
Service cost	$ 7,864	$ 6,160
Interest cost	14,448	11,580
Return on plan assets	(12,378)	(14,098)
Amortization of unrecognized amounts	(1,334)	2,458
Net pension cost	$ 8,600	$ 6,100

The Plan made a contribution to the retirement plan of $9,800,000 in 1990. No contribution was made to the retirement plan in 1989.

The following sets forth the retirement plan's funding status at December 31, 1990 and 1989. The accumulated benefit obligation represents plan benefits based on employee services rendered through December 31, 1990 and 1989, respectively. The projected benefit obligation is measured using additional assumptions as to future compensation levels.

	(Dollars in Thousands)	
	1990	**1989**
Actuarial present value of benefit obligations: Accumulated benefit obligation, including vested benefits of $111,985,000 and $97,436,000 at December 31, 1990 and 1989, respectively	$117,595	$100,686
Projected benefit obligation, including vested benefits as above	$166,384	$141,753
Retirement plan assets at fair value, principally insurance contracts and mutual funds	$138,088	$129,891

The weighted average discount rate and rate of increase in future compensation levels used in determining the actuarial present value of the projected benefit obligation were 8.5% and 6%, respectively. The expected long-term rate of return on assets was 9.5%.

The Plan provides its retirees with post-employment benefits, including health and life insurance. The cost of these benefits, which was charged to operations, was $3,686,000 and $3,071,000 in 1990 and 1989, respectively.

(9) Employee Savings Plan

The Plan has established a contributory savings plan for eligible employees. Under the employee savings plan, the Plan contributes an amount equal to 50% of employee contributions with a maximum of 3% of each employee's salary. Contributions are maintained in investment funds established under the employee savings plan. Total contributions charged to operations amounted to $2,930,000 and $2,795,000 in 1990 and 1989, respectively.

(10) Commitments

The Plan has entered into several long-term noncancellable operating lease agreements for real estate in Massachusetts in which to operate the Medical East HMO facilities in Peabody, Framingham and Raynham and the Medical West HMO facility in Springfield. The Plan occupies certain office space and uses certain data processing and office equipment under lease arrangements.

At December 31, 1990, minimum rental commitments on significant noncancellable long-term leases are as follows: 1991, $14.9 million; 1992, $12.1 million; 1993, $10.1 million; 1994, $7.8 million; and 1995, $2.8 million.

The Plan entered into agreements in 1990 and prior years to lease computers and related equipment which were capitalized at $16.6 million. The agreements, which expire in 1991, require future payments totaling $.9 million.

The Plan entered into agreements with Electronic Data Systems, Inc., (EDS) committing to pay $36 million to process claims through December 1992.

(11) Litigation

The Plan has been named as a defendant in a number of judicial and administrative actions ranging from subscriber and provider disputes to vendor disputes. In addition, a large national account has made a substantial claim against the Plan in its capacity as prime contractor for some 50 Blue Cross and Blue Shield Plans nationwide that provide health care services and benefits to the account's employees and dependents. The Plan is continuing its vigorous defense of each of these lawsuits.

In the opinion of management, the ultimate disposition of these matters will not have a material adverse effect on the Plan's financial position.

INDEPENDENT AUDITORS' REPORT

The Board of Directors
Blue Cross and Blue Shield of Massachusetts, Inc.:

We have audited the accompanying balance sheets of Blue Cross and Blue Shield of Massachusetts, Inc., as of December 31, 1990 and 1989, and the related statements of operations, changes in operating surplus and cash flows for the years then ended. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Blue Cross and Blue Shield of Massachusetts, Inc., at December 31, 1990 and 1989, and the results of its operations and its cash flows for the years then ended in conformity with generally accepted accounting principles.

KPMG Peat Marwick

KPMG Peat Marwick
Boston, Massachusetts
February 12, 1991

ACTUARIES' REPORT

The Board of Directors
Blue Cross and Blue Shield of Massachusetts, Inc.:

We have reviewed the actuarial assumptions, methods and calculations used by Blue Cross and Blue Shield of Massachusetts, Inc., in the determination of the liability accounts entitled Provision for Unpaid Claims and Provision for Group Experience Refunds in the accompanying balance sheets as of December 31, 1990 and 1989.

In our opinion, the aforementioned liability accounts as of December 31, 1990 and 1989, are determined in accordance with generally accepted actuarial methods and are based on reasonable actuarial assumptions, applied on a consistent basis.

KPMG Peat Marwick

KPMG Peat Marwick
Atlanta, Georgia
February 12, 1991

TEN-YEAR SUMMARY

(Not Covered by Independent Auditors' Report)
(Dollars in Thousands)

*Total Blue Cross & Blue Shield:**	1990	1989	1988	1987
Total Assets	$ 1,249,264	$ 1,160,522	$ 1,069,754	$ 1,138,139
Premiums Earned	$ 3,396,962	$ 3,161,087	$ 2,808,642	$ 2,635,194
Net Investment Income	38,642	23,355	17,323	30,449
Total Income	3,435,604	3,184,442	2,825,965	2,665,643
Claims Incurred	3,115,352	2,929,672	2,645,896	2,456,481
Operating Expenses	289,688	253,317	237,730	224,098
Total Claims Incurred and Operating Expenses	3,405,040	3,182,989	2,883,626	2,680,579
Income Taxes, Net	350	—	—	—
Net Income (Loss)	$ 30,214	$ 1,453	$ (57,661)	$ (14,936)
Operating Surplus	$ 158,976	$ 128,762	$ 127,309	$ 184,970
Medicare:				
Benefit payments for government beneficiaries	$ 2,802,802	$ 2,476,034	$ 2,221,261	$ 2,115,533
Membership:				
Total members (nearest 50,000) based on 3.2 members per family	2,250,000†	2,500,000†**	2,750,000†	3,100,000†
†Total members includes the following HMO members:				
Blue Cross & Blue Shield Operated HMOs	223,000	219,000	223,000	172,000
Affiliated HMOs	14,000	23,000**	121,000	148,000

*The amounts reported for the years 1988 and prior represent the combined results of Blue Cross of Massachusetts, Inc., and Blue Shield of Massachusetts, Inc.

**These figures reflect an adjustment for the Fallon Community Health Plan disengagement.

1986	1985	1984	1983	1982	1981
$ 1,159,163	$ 1,213,255	$ 1,086,911	$ 937,318	$ 743,397	$ 716,789
$ 2,427,352	$ 2,346,946	$ 2,069,148	$ 1,861,428	$ 1,694,029	$ 1,473,222
53,666	57,001	46,955	28,913	34,629	31,247
2,481,018	2,403,947	2,116,103	1,890,341	1,728,658	1,504,469
2,288,263	2,180,510	1,938,169	1,772,069	1,661,231	1,451,764
221,499	180,520	128,706	112,922	103,788	91,558
2,509,762	2,361,030	2,066,875	1,884,991	1,765,019	1,543,322
—	—	—	—	—	—
$ (28,744)	$ 42,917	$ 49,228	$ 5,350	$ (36,361)	$ (38,853)
$ 199,906	$ 228,650	$ 185,733	$ 136,505	$ 131,155	$ 167,516
$ 2,070,606	$ 1,952,145	$ 1,767,015	$ 1,607,928	$ 1,465,412	$ 1,254,101
3,100,000†	3,200,000†	3,150,000†			
152,000	134,000	105,000			
129,000	125,000	112,000			

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271 E STATE STREET
COLUMBUS OH 43215

614 224-8271

OHIO LEGISLATIVE DIRECTORY

119th GENERAL ASSEMBLY 1990-1991

INDEX

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George Voinovich	Governor
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Tim Cosgrove	Director of Policy and Legislative Affairs
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Lt. Governor's Office - 466-3396

Michael Dewine	Lt. Governor
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Lee Fisher, Attorney General - 466-4320
30 E Broad St 17th Floor
Columbus OH 43266-0410

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Denny Hufstader	Chief Workers' Compensation Section (Acting)
Todd Ambs	Policy Director

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Columbus OH 43266-0040
TDD-1-800-282-0370

Gary Marginean,	Legislative Liaison - 466-6646

Robert Taft, Jr., Secretary of State - 466-4980
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Columbus OH 43266-0418

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Robert A. Bracco	Elections Counsel

Mary Ellen Withrow, Treasurer - 466-2160
30 E Broad St 9th Floor
Columbus OH 43266-0421

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Jerry Brown, 234 Summit St, Toledo OH 43603 419/259-7536

Pat Phelan, 8405 Federal Bldg, Cincinnati OH 45202 513/684-3894

John Maynard, 200 N High St Columbus OH 43215 614/469-6774

Michele Petro, City Center One, Ltd. 100 Federal Plaza E Room 510 Youngstown OH 44503

UNITED STATES REPRESENTATIVES

11 Democrats - 10 Republicans

Washington Address
House Office Bldg
Washington DC 20515
202/224-3121

Dist.	Name	Ohio Address	Telephone
1st	Charles Luken (D)	Gwynne Bldg, Rm 712, 602 Main St Cincinnati OH 45202	513/684-2723
2nd	Willis D. Gradison (R)	550 Main St Rm 8010 Cincinnati OH 45202	513/684-2456
3rd	Tony P. Hall (D)	200 2nd St 501 Federal Building, Dayton OH 45202	513/225-2843
4th	Michael G. Oxley (R)	3121 W Elm Plaza, Lima OH 45805	419/999-6455
5th	Paul E. Gillmor (R)	280 S Main, Bowling Green OH 43402	419/354-1988
6th	Bob McEwen (R)	301 N High St Rm 202, Hillsboro OH 45133	513/393-4223
7th	David Hobson (R)	150 N Limestone St Room 220, Post Office, Springfield OH 45501	513/325-0474
8th	John A. Boehner (R)	5617 Liberty-Fairfield Rd, Hamilton OH 45011	513/894-6003
9th	Marcy Kaptur (D)	234 Summit St, Rm 719 Toledo OH 43604	419/259-7500
10th	Clarence Miller (R)	212 S Broad St, Lancaster OH 43130	614/654-5149

Dist.	Name	Ohio Address	Telephone
11th	Dennis E. Eckart (D)	5970 Heisley Rd, Mentor OH 44060	216/522-2056
12th	John R. Kasich (R)	200 N High St, Rm 400, Columbus OH 43215	614/469-7318
13th	Donald J. Pease (D)	1936 Cooper-Foster Park Rd, Lorain OH 44053	216/282-5003
14th	Tom Sawyer (D)	2 S Main St Akron OH 44308	216/375-5710
15th	Chalmers P. Wylie (R)	200 N High St, Rm 500 Columbus OH 43215	614/469-5614
16th	Ralph S. Regula (R)	4150 Belden Village St, NW Canton OH 44718	216/489-4414
17th	James A. Traficant (D)	11 Overhill Dr, Youngstown OH 44512	216/788-2414
18th	Douglas Applegate (D)	610 Ohio Valley Tower, Steubenville OH 43952	614/283-3716
19th	Edward F. Feighan (D)	1240 E Ninth Rm 2951 Cleveland OH 44199	216/522-4382
20th	Mary Rose Oakar (D)	215 Superior Ave, Rm 523 Cleveland OH 44114	216/522-4927
21st	Louis Stokes (D)	2947 New Federal Bldg, Cleveland OH 44199	216/522-4900

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State House, Columbus, Ohio 43215

61 Democrats - 38 Republicans

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Majority Whip	Judy Sheerer	644-8001
Asst. Majority Whip	Marc Guthrie	466-4361
Minority Leader	Corwin M. Nixon	466-4384
Asst. Minority Leader	Dave Johnson	466-9089
Minority Whip	Jo Ann Davidson	466-4847
Asst. Minority Whip	Randy Gardner	466-8104

HOUSE DISTRICT			District Phone	Statehouse Phone Area Code 614
1st	(R)	William E. Thompson, 4960 Defiance Trail, Delphos 45833	419/692-7356	466-9624
2nd	(D)	Ross A. Boggs, Jr, 4779 Rt 7 N, Andover 44003	216/293-7082	466-1405
3rd	(D)	Sean Logan, 7443 Spillway Rd, 42 Lisbon 44432	216/222-2119	466-8022
4th	(R)	William G. Batchelder, 435 E Smith Rd, Medina 44256	216/725-6191	466-8140
5th	(R)	Randall Gardner, 4 Augusta Dr, Bowling Green 43402	419/352-1984	466-8104
6th	(R)	Edward Kasputis, 24545 Nobottom Rd, Olmsted Twp 44138	216/891-9035	466-0961
7th	(D)	Rocco J. Colonna, 14431 Parkman Blvd, Brook Park 44142	216/676-4040	466-4895

8th	(D)	Madeline A. Cain, 15555 Hilliard Rd, Lakewood 44107	216/521-2356	466-3454
9th	(D)	Patrick A. Sweeney, 16529 St Anthony Lane, Cleveland 44111	216/476-2535	466-3350
10th	(D)	Ronald M. Mottl, 7713 Wake Robin, Parma 44130	216/842-1111	466-3485
11th	(D)	Barbara C. Pringle, 708 Timothy Lane, Cleveland 44109	216/749-0154	466-5921
12th	(D)	Troy Lee James, 2177 East 43rd St, Cleveland 44103	216/431-4913	466-1414
13th	(D)	Frank Mahnic, Jr, 11019 Plymouth Ave, Garfield Heights 44125	216/328-1650	466-6043
14th	(D)	Carolyn J. Prentiss, 813 East Blvd, Cleveland 44108	216/451-7104	466-7954
15th	(D)	Jane Campbell, 13815 Drexmore Rd, Cleveland 44120	216/751-1331	466-5441
16th	(D)	Vermel M. Whalen, 16804 Glendale Ave, Cleveland 44128	216/561-2944	466-1408
17th	(D)	Suzanne M. Bergansky, 6335 Randolph, Bedford Heights 44146	216/232-9226	466-3259
18th	(D)	Judy B. Sheerer, 17115 Lemond Blvd, Shaker Heights 44120	216/752-1646	644-8001
19th	(D)	Ronald Suster, 2111 Aberdeen Dr, Euclid 44143	216/481-6000	466-8012
20th	(R)	Cheryl Winkler, 5028 Race Rd, Cincinnati 45211	513/574-2577	466-2715
21st	(D)	Jerome Leubbers, 5490 Betlin Ct, Cincinnati 45238	513/922-5405	466-5786
22nd	(R)	Louis W. Blessing, Jr, 3153 McGill Lane, Cincinnati 45251	513/385-5302	466-9091
23rd	(D)	William L. Mallory, 907 Dayton, Cincinnati 45214	513/721-0065	466-7197
24th	(D)	Terry M. Tranter, 7303 Fair Oaks Dr, Cincinnati 45237	513/531-5493	466-2591
25th	(D)	Helen Rankin, 3461 Evanston Ave, Cincinnati 45207	513/751-4122	466-5130
26th	(R)	Jacquelyn K. O'Brien, 7651 Burlinehills Ct, Cincinnati 45244	513/231-5331	466-8104
27th	(R)	Dale N. Van Vyven, 4799 Fields Ertel Rd, Cincinnati 45241	513/563-1371	466-8120
28th	(R)	E. J. Thomas, 4866 Rustic Bridge Rd, Columbus 43214	614/267-7070	466-2473
29th	(D)	Ray Miller, 3040 Elbern Ave, Bexley 43209	614/239-8501	466-8010
30th	(D)	Mike Stinziano, 314 King Ave, Columbus 43201	614/421-2505	466-5064
31st	(D)	Otto B. Beatty,Jr, 970 Wellington Blvd, Columbus 43219	614/253-6443	466-5343
32nd	(D)	Dean Conley, 5561 Autumn Chase Dr, Columbus 43232	614/868-1399	466-1417
33rd	(D)	Richard A. Cordray, 3619 Orders Rd, Grove City 43123	614/875-5906	466-8130
34th	(R)	Jo Ann Davidson, 6870 E Livingston Ave, Reynoldsburg 43068	614/864-8879	466-4847

HOUSE DISTRICT			District Phone	Statehouse Phone Area Code 614
35th	(R)	William Schuck, 1992 Drury Lane, Worthington 43235	614/459-2504	466-9688
36st	(D)	Rhine McLin, 1130 Germantown St, Dayton 45408	513/275-5407	466-8038
37th	(D)	Tom Roberts, 1739 Catalpa Dr, Dayton 45406	513/278-5583	466-2960
38th	(R)	Robert L. Corbin, 135 Shadybrook Dr, Dayton 45459	513/434-2404	466-6504
39th	(D)	Robert E. Hickey, 835 Warrington, Dayton 45419	513/294-5949	466-5442
40th	(R)	Russ Guerra, Jr, 4601 Rathburn Dr, Englewood 45322	513/836-9883	644-8051
41st	(D)	Thomas M. Seese, 3580 Mong Ave, Akron 44319	216/644-7475	644-7475
42nd	(D)	Vernon Sykes, 615 Diagonal Rd, Akron 44320	216/434-0202	466-3100
43rd	(D)	Wayne M. Jones, 2380 Highpoint Rd, Cuyahoga Falls 44223	216/923-4229	466-1177
44th	(R)	Tom Watkins, 3614 Oak Rd, Stow 44224	216/688-8713	466-3769
45th	(D)	Casey C. Jones, 355 Pinewood Ave, Toledo 43602	419/246-8980	466-5427
46th	(D)	Donald Czarcinski, 2751 Lagrange St, Toledo 43608	419/241-1077	466-2245
47th	(D)	Barney Quilter, 641 Woodville Rd, Toledo 43605	419/691-2692	466-2075
48th	(R)	Tim Greenwood, 4325 Mockingbird Lane, Toledo 43623	419/841-1392	644-6070
49th	(D)	Johnnie A. Maier, 13520 Barrs St, SW Massillon 44647	216/837-5427	466-4491
50th	(D)	William J. Healy, 1211 Havanna Pl, NE, Canton 44714	216/452-6711	466-8030
51st	(R)	Dave Johnson, 514 Marquardt Ave, North Canton 44720	216/499-6598	466-9089
52nd	(D)	Joseph J. Vukovich, 2950 Olde Winter Trail, Poland 44514	216/757-0460	466-1481
53rd	(D)	Robert F. Hagan, 562 Madera Ave, Youngstown 44504	216/746-8091	466-9435
54th	(D)	John V. Bara, 312 Park Ave, Elyria 44035	216/322-8771	466-3798
55th	(D)	Joseph F. Koziura, 5308 Gargasz Dr, Lorain 44053	216/282-7452	466-5141
56th	(R)	Michael A. Fox, 5881 Fairham Rd, Hamilton 45011	513/896-1865	466-6721
57th	(R)	Scott R. Nein, 119 Dorset Dr, Middletown 45042	513/422-6199	466-8550
58th	(D)	June H. Lucas, 1435 Locust, Mineral Ridge 44440	216/652-7201	466-3488
59th	(D)	Michael G. Verich, 350 Country Club Lane NE, Warren 44484	216/856-6464	466-5358
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63rd	(D)	Paul Jones, 737 Murray Ave, Ravenna 44266	216/297-9630	466-8997
64th	(D)	Frank Sawyer, 302 Muskie Dr, Rt 11, Mansfield 44903	419/589-2842	466-5802
65th	(R)	Robert Doyle, 286 Honey Jane Dr, Beavercreek 45385	513/429-0949	466-7622
66th	(R)	Sam Bateman, 5900 Pleasant Hill Rd, Milford 45150	513/831-7090	466-8134
67th	(D)	Marc Guthrie, 228 Sandy Lane, SE Newark 43055	614/323-2800	466-4361
68th	(R)	Robert E. Netzley, 2750 Pemberton Rd, Laura 45337	513/947-1233	466-8114
69th	(D)	Cliff Skeen, 3255 Carper Ave, Akron 44312	216/628-5032	466-5137
70th	(D)	Frederick H. Deering, 9610 Ransom Rd, Monroeville 44847	419/359-1192	466-3547
71st	(D)	Ronald V. Gerberry, 2940 Whispering Pines Dr, Canfield 44406	216/799-2674	466-6107
72nd	(D)	Katherine Walsh, 15 Hawthorne Dr, Oberlin 44074	216/774-8082	466-9072
73rd	(R)	Jim Buchy, 281 Dogwood Dr, Greenville 45331	513/548-6239	466-6344
74th	(R)	Robert W. Clark, 11855 Clarkwood Dr, Chardon 44024	216/286-3876	466-4428
75th	(R)	Joseph E. Haines, 2750 E Spring Valley, Paintersville Rd, Xenia 45385	513/372-2830	466-2038
76th	(R)	L. Eugene Byers, 500 Twp Rd-2802, Loudonville 44842	419/994-3712	466-9622
77th	(R)	Doug White, 3830 Old Dutch Rd, Manchester 45144	513/549-2382	466-3506
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84th	(R)	Corwin M. Nixon, 1030 Kirby Rd, Lebanon 45034	513/932-1830	466-4384
85th	(D)	Dwight C. Wise Jr, 2523 C R 39, Fremont 43420	419/332-1765	466-8020
86th	(D)	Randy Weston, 4590 DeCliff Big Island Rd, Marion 43302	614/383-2807	644-6265
87th	(R)	Joan W. Lawrence, 4567 Red Bank Rd, Galena 43021	614/965-2820	644-6711

88th	(D)	Michael C. Shoemaker, 10989 Cropp Rd Box 577, Bourneville 45617	614/626-2749	644-7928
89th	(D)	Vernal G. Riffe, Jr, 2329 Ridgewood Dr, Wheelersburg 45694	614/574-5755	466-3246
90th	(R)	Richard E. Rench, 5 Milan Manor Dr, Milan 44846	419/668-0101	466-6602
91st	(D)	Paul P. Mechling, 5663 S R 204 NW, Thornville 43076	614/246-5450	466-8031
92nd	(D)	Mark A. Malone, 203 High St, South Point 45680	614/377-2552	466-3919
93rd	(R)	Ron Amstutz, 2243 Friar Tuck Circle, Wooster 44691	216/262-7371	466-1474
94th	(D)	Mary Abel, 193 E State St, Athens 45701	614/592-1093	466-2575
95th	(D)	Joe Secrest, Main St, Senecaville 43780	614/432-1888	466-6935
96th	(R)	Tom Johnson, 179 Montgomery Blvd, New Concord 43762	614/826-4447	644-8728
97th	(D)	Greg L. DiDonato, 303 ½ N 2nd St, Dennison 44621	614/922-1310	466-5476
98th	(D)	Jerry W. Krupinski, 2713 Cleveland Ave, Steubenville 43952	614/264-3633	466-3735
99th	(D)	Jack Cera, 63899 Violet Lane, Bellaire 43906	614/676-7087	466-8035

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Mechling	
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Weston	
Wise	

COLLEGES AND UNIVERSITIES SUBCOMMITTEE - 466-1177

Jones, W., Chairman	Gardner*
Abel, Vice Chairman	Nein
Bergansky	Winkler
Czarcinski	
Malone	
Mechling	
Shoemaker	

ELECTIONS AND TOWNSHIPS - 466-5786

Luebbers, Chairman	Clark*
McLin, Vice Chairman	O'Brien
Abel	Sines
Cordray	Thompson
Koziura	Wachtmann
Maier	
Sawyer	
Seese	
Stinziano	
Walsh	

ENERGY AND ENVIRONMENT - 466-6935

Secrest, Chairman	Schuck*
Bergansky, Vice Chairman	Brading
Cera	Doyle
Cordray	Johnson, T.
Krupinski	Lawrence
Logan	
Lucas	
Roberts	
Weston	

ETHICS AND STANDARDS - 466-1481

Vukovich, Chairman	Johnson, D.*
Skeen, Vice Chairman	Blessing
Mallory	Davidson
Quilter	
Sweeney	

FINANCES AND APPROPRIATIONS - 466-3350

Sweeney, Chairman	Johnson, T.*
Guthrie, Vice Chairman	Amstutz
Beatty	Corbin
Boggs	Davidson
Campbell	Fox
Cera	Guerra
Conley	Haines
Czarcinski	Lawrence
Deering	Manahan
Hickey	Netzley
Jones, C.	Thompson
Koziura	
Mallory	
Miller	
Pringle	
Rankin	
Sheerer	
Shoemaker	
Skeen	
Stinziano	
Troy	

DEVELOPMENT SUBCOMMITTEE - 466-8035

Cera, Chairman	Davidson*
Skeen, Vice Chairman	Thompson
Beatty	Johnson, T.
Guthrie	
Pringle	

EDUCATION SUBCOMMITTEE - 466-7251

Troy, Chairman	Manahan*
Mallory, Vice Chairman	Fox
Conley	Corbin
Sheerer	
Shoemaker	
Stinziano	

GENERAL SUBCOMMITTEE - 466-3547

Deering, Chairman	Amstutz*
Koziura, Vice Chairman	Guerra
Jones, C.	Haines
Hickey	
Boggs	

HUMAN RESOURCES SUBCOMMITTEE - 466-8010

Miller, Chairman	Lawrence*
Czarcinski, Vice Chairman	Netzley
Campbell	
Rankin	

FINANCIAL INSTITUTIONS - 466-5358

Verich, Chairman	Batchelder*
Suster, Vice Chairman	Greenwood
Bara	Johnson, D.
Beatty	Myers
Conley	Schuck
Gerberry	Thomas
Jones, C.	
Jones, P.	
Jones, W.	
Mahnic	
Mottl	
Secrest	

HEALTH AND RETIREMENT - 466-8997

Jones, P., Chairman	Van Vyven*
Mahnic, Vice Chairman	Brading
Guthrie	Davis
Hagan	Doyle
Jones, W.	Fox
Maier	Sines
Miller	
Prentiss	
Sawyer	
Sheerer	
Sweeney	
Whalen	

HUMAN RESOURCES - 466-5130

Rankin, Chairman	O'Brien*
Lucas, Vice Chairman	Myers
DiDonato	White
Roberts	
Seese	

INSURANCE - 466-5064

Stinziano, Chairman	Netzley*
Jones, W., Vice Chairman	Batchelder
Bara	Buchy
Cain	Doyle
Guthrie	Fox
Jones, P.	Thomas
Krupinski	Van Vyven
Mahnic	
Suster	
Sykes	
Vukovich	

INTERSTATE COOPERATION - 644-7475

Seese, Chairman	Winkler*
Mottl, Vice Chairman	Kasputis
Healy	Nein
Whalen	

JUDICIARY AND CRIMINAL JUSTICE - 466-2591

Tranter, Chairman	Greenwood*
Walsh, Vice Chairman	Batchelder
Cordray	Kasputis
Hartley	Myers
Hickey	Watkins
Lucas	
Suster	
Verich	
Vukovich	

LOCAL GOVERNMENT - 466-5427

Jones, C., Chairman	Davis*
Krupinski, Vice Chairman	Amstutz
DiDonato	Core
Luebbers	White
Maier	
Mechling	
Whalen	

PUBLIC SAFETY AND HIGHWAYS - 466-4895

Colonna, Chairman	Guerra*
Logan, Vice Chairman	Brading
Deering	Core
Hagan	Manahan
Hickey	Rench
James	
Secrest	
Sykes	
Walsh	

PUBLIC UTILITIES - 466-5802

Sawyer, Chairman	Blessing*
Pringle, Vice Chairman	Bateman
Beatty	Buchy
Boggs	Byers
Cera	Guerra
Jones, P.	Van Vyven
Jones, W.	
Luebbers	
Mahnic	
Secrest	
Seese	
Shoemaker	

REFERENCE - 466-3798

Bara, Chairman	Doyle*
Czarcinski, Vice Chairman	Bateman
Gerberry	Davis
McLin	Rench
Mechling	Winkler
Mottl	
Pringle	
Rankin	
Sawyer	

RULES - 466-3246

Riffe, Chairman	Nixon*
Quilter, Vice Chairman	Clark
Colonna	Davidson
Healy	Johnson, D.
James	Johnson, T.
Jones, C.	Haines
Mallory	
Skeen	
Sheerer	
Stinziano	

STATE GOVERNMENT - 466-8030

Healy, Chairman	Rench*
Sheerer, Vice Chairman	Bateman
Bergansky	Corbin
Gerberry	O'Brien
Guthrie	Wachtmann
Hartley	Winkler
Maier	
Malone	
Mallory	
McLin	
Quilter	
Troy	

TRANSPORTATION AND URBAN AFFAIRS - 466-3100

Sykes, Chairman	Bateman*
Hagan, Vice Chairman	Manahan
Luebbers	Myers
Prentiss	Sines
Wise	
Weston	
Bara	
Logan	

VETERANS AFFAIRS - 466-3919

Malone, Chairman	Byers*
Mallory, Vice Chairman	O'Brien
Shoemaker	Wachtmann
Seese	White
Tranter	
Koziura	
Troy	

WAYS AND MEANS - 466-1417

Conley, Chairman	Thomas*
Koziura, Vice Chairman	Amstutz
Cain	Byers
Campbell	Corbin
Czarcinski	Netzley
Deering	Rench
Mallory	Watkins
McLin	
Sheerer	
Troy	
Walsh	

Additional House Listings

Executive Secretary: Morris L. Tipton 466-4308
Legislative Clerk: Dean Johnson 466-3357
Bill Room Clerk: Bill Chambers 466-8207

OHIO SENATE MEMBERS

State House, Columbus, Ohio 43215

21 Republicans - 12 Democrats

LEADERSHIP

President ..... Stanley J. Aronoff 466-8068
President Pro Tempore ..... Richard H. Finan 466-9737
Asst. President Pro Tempore ..... Eugene Watts 466-5981
Majority Whip ..... Roy Ray 466-4823
Minority Leader ..... Robert J. Boggs 644-7718
Asst. Minority Leader ..... Alan J. Zaleski 462-7613
Minority Whip ..... Robert D. Nettle 466-7041
Asst. Minority Whip ..... Jeffery D. Johnson 466-4851

SENATE DISTRICT			District Phone	Statehouse Phone Area Code 614
1st	(R)	M. Ben Gaeth, 340 Sunset Dr, Defiance 43512	419/782-0481	466-8150
2nd	(R)	Betty D. Montgomery, 11145 Riverbend West Court, Perrysburg 43551	419/874-8975	466-8060
3rd	(R)	Theodore M. Gray, 1981 North Star Rd, Upper Arlington 43212	614/488-7851	466-8064
4th	(R)	Barry Levey, 400 First National Bank Bldg, Middletown 45042	513/422-2001	466-8072
5th	(D)	Neal F. Zimmers, Jr, First National Plaza, Suite 1600, Dayton 45402-1503	513/223-2727	466-6247
6th	(R)	Charles F. Horn, 2185 S Dixie, Dayton 45409	513/293-1000	466-4538
7th	(R)	Richard Finan, 11137 Main St, Cincinnati 45241	513/563-6161	466-9737
8th	(R)	Stanley Aronoff, 1600 Star Bank Center, Cincinnati 45202-3954	513/241-0400	466-8068
9th	(D)	William F. Bowen, 3662 Reading Rd, Cincinnati 45229	513/961-5415	466-5980
10th	(R)	Merle Grace Kearns, 2664 Brookdale Dr, Springfield 45520	513/323-1581	466-3780
11th	(D)	Linda Furney, 110 Ottawa St, Suite 500A Toledo 43602	419/244-4217	466-5204
12th	(R)	Robert R. Cupp, 1534 Allentown Rd, Lima 45805	419/224-2164	466-7584
13th	(D)	Alan J. Zaleski, 175 Cinema Ct, Vermilion 44089	216/967-7299	644-7513
14th	(R)	H. Cooper Snyder, 6508 Springhill Dr, Hillsboro 45133	513/393-1577	466-8082

15th	(D)	Richard C. Pfeiffer, Jr, 238 E Royal Forest Blvd, Columbus 43214	614/268-1107	466-5131
16th	(R)	Eugene J. Watts, 100 Galloway Rd, Galloway 43119	614/878-2812	466-5981
17th	(D)	Jan Michael Long, 522 Glenmont Dr, Circleville 43113	614/474-4797	466-8156
18th	(D)	Robert J. Boggs, 316 Kathleen Dr, Jefferson 44047	216/576-4047	644-7718
19th	(R)	Richard P. Schafrath, 424 W Main St, Loudonville 44842	419/994-4561	466-8086
20th	(R)	Robert Ney, 507 N Chestnut, Barnesville 43713	614/425-1501	466-8076
21st	(D)	Jeffrey D. Johnson, 9024 Parkgate Ave, Cleveland 44108	216/451-9186	466-4857
22nd	(R)	Grace Drake, 5954 Briardale Lane, Solon 44139	216/248-4906	466-7505
23rd	(R)	Anthony C. Sinagra, 1218 Webb Rd, Lakewood 44107	216/228-0505	466-5123
24th	(R)	Gary C. Suhadolnik, 9313 Roxbury Rd, Parma Heights 44130	216/888-8954	466-8056
25th	(D)	Eric D. Fingerhut, 14318 Kinsman Ave, Cleveland 44120	216/751-1991	466-4583
26th	(R)	Paul Pfeifer, 221 South Poplar, Bucyrus 44820	419/562-7762	466-8049
27th	(R)	Roy L. Ray, Statehouse, Columbus 43266-0604	216/864-9096	466-4823
28th	(D)	Robert D. Nettle, 31 31st Street SW, Barberton 44203	216/825-5425	466-7041
29th	(R)	W. Scott Oelslager, 318 22nd St NW, Canton 44709	216/454-9394	466-0626
30th	(D)	Robert L. Burch, 527 West 12th St, Dover 44622	216/364-5531	466-6508
31st	(R)	Steven O. Williams, 1548 Lynn Dr, Lancaster 43130		466-5838
32nd	(R)	Charles Henry, 16999 Ravenna Rd, Burton 44021	216/834-8228	466-7182
33rd	(D)	Harry Meshel, 1843 Chapel Hill Dr, Youngstown 44511	216/793-2648	466-8285

Senate Committees

(*Ranking Minority Member)

AGRICULTURE - 466-8150

Gaeth, Chairman	Burch*
Kearns, Vice Chairman	Boggs
Cupp	Long
Montgomery	
Schafrath	
Williams	

COMMERCE AND LABOR - 466-7584

Cupp, Chairman	Burch*
Pfeifer, Vice Chairman	Pfeiffer, R.
Henry	Zaleski
Horn	
Sinagra	
Williams	

ECONOMIC DEVELOPMENT, SCIENCE AND TECHNOLOGY - 466-4538

Horn, Chairman	Meshel*
Montgomery, Vice Chairman	Fingerhut
Drake	Zaleski
Kearns	
Snyder	
Williams	

EDUCATION, RETIREMENT AND AGING - 466-8082

Snyder, Chairman	Long*
Schafrath, Vice Chairman	Johnson
Cupp	Nettle
Drake	
Oelslager	
Watts	

ENERGY, NATURAL RESOURCES AND ENVIRONMENT - 466-8056

Suhadolnik, Chairman	Fingerhut*
Gaeth, Vice Chairman	Nettle
Henry	Zimmers
Levey	
Ney	
Schafrath	

FINANCE - 466-8064

Gray, Chairman	Bowen*
Ney, Vice Chairman	Fingerhut
Finan	Furney
Horn	Long
Ray	
Suhadolnik	
Watts	

FINANCIAL INSTITUTION AND INSURANCE - 466-8076

Ney, Chairman	Nettle*
Levey, Vice Chairman	Burch
Horn	Pfeiffer
Suhadolnik	
Watts	

HEALTH AND HUMAN SERVICES - 466-7505

Drake, Chairman	Johnson*
Ray, Vice Chairman	Fingerhut
Kearns	Furney
Ney	
Oelslager	
Suhadolnik	

HIGHWAYS AND TRANSPORTATION - 466-0626

Oelslager, Chairman	Zimmers*
Williams, Vice Chairman	Bowen
Gaeth	Burch
Drake	
Gray	
Snyder	

JUDICIARY - 466-8049

Pfeifer, Chairman	Pfeiffer R.
Levey, Vice Chairman	Johnson
Henry	Long
Montgomery	
Sinagra	
Williams	

REFERENCE AND OVERSIGHT - 466–5981

Watts, Chairman	Furney*
Ray, Vice Chairman	Boggs
Aronoff	
Finan	

RULES - 466-8068

Aronoff, Chairman	Boggs*
Finan, Vice Chairman	Furney
Gaeth	Johnson
Gray	Zimmers
Ray	
Snyder	
Watts	

STATE AND LOCAL GOVERNMENT AND VETERANS AFFAIRS - 466-8086

Schafrath, Chairman	Zaleski*
Henry, Vice Chairman	Bowen
Kearns	Meshel
Oelslager	
Pfeifer	
Sinagra	

WAYS AND MEANS - 466-9737

Finan, Chairman	Pfeiffer R.
Sinagra, Vice Chairman	Meshel
Cupp	Nettle
Levey	
Montgomery	
Pfeifer	

ADDITIONAL SENATE LISTINGS

Chief Exec. Officer Jim Tilling 466-2510
Clerk Martha Butler 466-4900
Bill Room 466-7168
Chamber 466-4884

Legislative Information

LEGISLATIVE BUDGET OFFICE 466-8734
LEGISLATIVE INFORMATION 466-8842
TOLL FREE # 1-800-282-0253
LEGISLATIVE SERVICE COMMISSION 466-3615
LSC (Lou Brennan) 466-3031
LSC (Library) 466-7434
LSC (Analyses) 466-9745
LOBBYIST REGISTRATION/AGENCY RULES 466-4086

Controlling Board (7)

Jacqueline Sensky, Office of Budget and Management, President 466-5721

House Members	Senate Members
Sweeney	Gray
Netzley	Ney
Koziura	Bowen

Joint Committee on Agency Rule Review (10)

House Members	Senate Members
*Skeen, Chairman	**Suhadolnik, Vice Chairman
Sykes	Ney
Czarcinski	Levey
Batchelder	Nettle
Van Vyven	Pfeiffer

Wilfred Verhoff - Executive Director 466-4086

*ranking minority member
**denotes vice-chairman, First Regular Session, 119th General Assembly and chairman, Second Regular Session, 119th General Assembly

AFL-CIO Central Labor Councils by Senate District with Corresponding House Districts

1st **Ben Gaeth (R)**
Williams County CLC; Hancock County CLC; Hardin-Wyandot Counties CLC; Grand Lake CLC;
(House Districts Manahan R-79; Wachtmann R-80; Brading R-82)

2nd **Betty Montgomery (R)**
Toledo CLC; Bay Area CLC;
(House Districts Gardner R-5; Greenwood R-48; Deering D-70)

3rd **Ted Gray (R)**
Franklin County CLC; Union County CLC;
(House Districts Davidson R-34; Schuck R-35; Lawrence R-87)

4th **Barry Levey (R)**
Butler-Warren-Clinton Counties CLC; Dayton Miami Valley CLC;
(House Districts Fox R-56; Nein R-57; Buchy R-73)

5th **Neal Zimmers, Jr. (D)**
Dayton-Miami Valley CLC;
(House Districts Roberts D-37; Guerra R-40; Netzley R-68)

6th **Charles F. Horn (R)**
Dayton-Miami Valley CLC;
(House Districts McLin D-36; Corbin R-38; Hickey D-39)

7th **Richard Finan (R)**
Cincinnati CLC;
Warren
(House Districts O'Brien R-26; Van Vyven R-27; Nixon R-84)

8th **Stanely J. Aronoff (R)**
Cincinnati CLC;
(House Districts Winkler R-20; Luebbers D-21; Blessing R-22)

9th **William Bowen (D)**
Cincinnati CLC;
(House Districts Mallory D-23; Tranter D-24; Rankin D-25)

10th **Merle G. Kearns (R)**
Dayton-Miami Valley CLC; Butler-Warren-Clinton Counties CLC;
(House Districts Hartley D-62; Doyle R-65; Haines R-75)

11th **Linda Furney (D)**
Toledo CLC;
(House Districts C. Jones D-45; Czarcinski D-46; Quilter D-47)

12th **Robert Cupp (R)**
Lima CLC; Grand Lake CLC; Dayton-Miami Valley CLC.
(House Districts Thompson R-1; Davis R-81; Core R-83)

13th **Alan Zaleski (D)**
Lorain CLC;
(House Districts Bara D-55; Koziura D-55; Walsh D-72)

14th **Cooper Snyder (R)**
Shawnee CLC; Cincinnati CLC;
(House Districts Bateman R-66; White R-77; Riffe D-89)

15th **Richard Pfeiffer, Jr. (D)**
Franklin County CLC;
(House Districts Thomas R-28; Miller D-29; Beatty D-31)

16th **Eugene Watts (R)**
Franklin County CLC;
(House Districts Stinziano D-30; Conley D-32; Cordray D-33)

17th **Jan Michael Long (D)**
Lawrence-Jackson-Galia CLC; Hocking Valley CLC; Columbus-Franklin County
(House Districts Shoemaker D-88; Malone D-92; Abel D-94)

18th **Robert Boggs (D)**
Ashtabula County CLC; Lake County CLC
(House Districts Boggs D-2; Troy D-60; Sines R-61)

19th **Richard Schafrath (R)**
Knox County CLC; Richland County CLC; Ashland County CLC; Wayne-Holmes CLC;
(House Districts Sawyer D-64; Byers D-76; Amstutz R-93)

20th **Robert Ney (R)**
Wayne-Holmes CLC; Coshocton County CLC; Muskingum County CLC; Guernsey County CLC; Belmont-Monroe Counties CLC; Southeastern Ohio CLC; Holmes
(House Districts Secrest D-95; Johnson R-96; Cera D-99)

21st **Jeffrey Johnson (D)**
Cleveland CLC;
(House Districts James D-12; Prentiss D-14; Campbell D-15)

22nd **Grace Drake (R)**
Cleveland CLC;
(House Districts Batchelder R-4; Mahnic D-13; Bergansky D-17)

23rd **Tony Sinagra (R)**
Cleveland CLC;
(House Districts Cain D-8; Sweeney D-9; Pringle D-11)

24th **Gary Suhadolnik (R)**
Cleveland CLC;
(House Districts Kasputis R-6; Colonna D-7; Mottl D-10)

25th **Eric Fingerhut (D)**
Cleveland CLC;
(House Districts Whalen D-16; Sheerer D-18; Suster D-19)

26th **Paul Pfeifer (R)**
Hardin-Wyandot Counties CLC; Marion County CLC; Crawford County CLC; Bay Area CLC; Tiffin CLC; Fostoria CLC; Sandusky County CLC.
(House Districts Wise D-85; Weston D-86; Rench R-90)

27th **Roy Ray (R)**
Akron CLC;
(House Districts Sykes D-42; W. Jones D-43; Watkins R-44)

28th **Robert Nettle (D)**
Akron CLC; Portage County CLC;
(House Districts Seese D-41; P. Jones D-63; Skeen D-69)

29th **W. Scott Oelslager (R)**
Canton CLC; Massillon CLC; Alliance CLC;
(House Districts Maier D-49; Healy D-50; D. Johnson R-51)

30th **Robert Burch (D)**
Tuscarawas County CLC; Jefferson County CLC; Columbiana County CLC; East Liverpool CLC;
(House Districts Logan D-3; DiDonato D-97; Krupinski D—98)

31st **Steven Williams (R)**
Hocking Valley CLC; Lancaster CLC; Newark CLC; Perry County CLC; Licking,
(House Districts Guthrie D-67; Myers R-78; Mechling D-91)

32nd **Charles Henry (R)**
Trumbull County CLC; Lake County CLC;
(House Districts Lucas D-58; Verich D-59; Clark R-74)

33rd **Harry Meshel (D)**
Youngstown CLC;
(House Districts Vukovich D-52; Hagan D-53; Gerberry D-71)

Departmental Directory

Adjutant General 889-7210
Major General Richard Alexander,
2825 W Granville Rd,
Worthington OH 43085-2712

Dept. of Administrative Services 466-2000
Stephen A. Perry, Director, 466-6511
30 E Broad St 40th Flr,
Columbus OH 43266-0401

Dept. of Aging 466-5500
Judith C. Brachman, Director 466-7246
50 W Broad St, 9th Flr,
Columbus, OH 43266-0501

Dept. of Agriculture 466-2732
Fred L. Dailey, Director,
65 S Front St, 6th Flr,
Columbus OH 43266-0302

Dept. of Alcohol and Drug Addiction Services
Lucille Fleming, Director

Office of Budget and Management 466-4034
Greg Browning, Director,
30 E Broad St, 39th Flr,
Columbus OH 43266-0411

Dept. of Commerce 466-3636
Nancy S. Chiles, Director,
2 Nationwide Plaza,
Columbus OH 43266-0541

Dept. of Development 466-2480
Donald E. Jakeway, Director,
30 E Broad St, 25th Flr,
Columbus OH 43266-0413

Dept. of Education 466-3641
Dr. Franklin B. Walter, Superintendent, 466-3304
65 S Front St,
Columbus OH 43266-0308

Bureau of Employment Services 466-4636
James Conrad, Administrator, 466-2100
145 S Front St,
Columbus OH 43266-0556

Environmental Protection Agency 644-3020
Gary Ioannides, Director (Interim), 644-2782
1800 WaterMark Dr,
Columbus OH 43266-0149

Dept. of Health 466-3543
Dr. Edward Kilroy, M.D., Director, 466-2253
246 N High St,
Columbus OH 43266-0588

Dept. of Highway Safety 466-2550
Charles Shipley, Director, 466-3383
240 Parsons Ave,
Columbus OH 43266-0563

Dept. of Human Services 466-7987
Michael Fox, Director 466-6282
30 E Broad St, 32nd Flr,
Columbus OH 43266-0423

Jerry Friedman, Legislative Liaison 466-6282

Industrial Commission 466-6136
Donald M. Colasurd, Chairman,
246 N High St,
Columbus OH 43266-0589

Dept. of Industrial Relations 644-2223
John Stozich, Director
2323 W Fifth Ave,
Columbus OH 43266-0567

Dept. of Insurance 644-2658
Harold T. Duryee, Director, 644-2651
2100 Stella Ct,
Columbus, OH 43266-0566

Liquor Control Commission 466-3132
John Hall, Director,
77 S High St, 18th Flr,
Columbus OH 43215

Lottery Commission 216-622-3344
Virgil Brown, Director,
Frank J. Lausche Bldg,
615 W Superior Ave
Cleveland OH 44113

Dept. of Mental Health 466-2596
Michael Hagan, Director 466-2337
30 E Broad St, 14th Flr,
Columbus OH 43266-0414

Dept. of Mental Retardation and Developmental Disabilities ..... 1-800-231-5872 (HOT LINE)
Jerome C. Manuel, Director 466-5214 (V)
30 E Broad St, 10th Flr,
Columbus OH 43266-0415

Bureau of Motor Vehicles 752-7621
Mitchell J. Brown, Registrar
4300 Kimberly Parkway,
Columbus, OH 43227

Dept. of Natural Resources 265-6875
Frances Sieberling Bucholzer, Director,
Fountain Square,
Columbus OH 43224-1387

Public Utilities Commission of Ohio **466-3016**
Craig A. Glazer, Chairman,
180 E Broad St,
Columbus OH 43266-0573

Board of Regents **466-6000**
Dr. Elaine Hairston, Chancellor,
30 E Broad St, 36th Flr,
Columbus OH 43266-0417

Dept. of Rehabilitation and Correction **431-2762**
Reginald A. Wilkinson, Director (614-466-8852 **FAX NO.**)
1050 Freeway Dr N,
Columbus OH 43229

Dept. of Taxation **466-2166**
Roger Tracy, Tax Commissioner,
30 E. Broad St, 22nd Flr,
Columbus, OH 43266-0420

Dept. of Transportation **466-7170**
Jerry Wray, Director, **466-2335**
25 S Front St,
Columbus OH 43215

Bureau of Workers' Compensation ..... **466-1000 (1-800-282-9536)**
Patrick Mihm, Administrator, **466-2950**
246 N High St,
Columbus OH 43266-0582

Dept. of Youth Services **466-4314**
Geno Natalucci-Persichetti, Director,
51 N High St,
Columbus OH 43266-0581

State Employment Relations Board **644-8573**
65 E State St, 12th Flr,
Columbus OH 43215

The Supreme Court of Ohio

30 E Broad St, Columbus, Ohio 43266-0419

Area Code 614

Chief Justice Thomas J. Moyer 466-3627
A. William Sweeney 466-3828
Robert E. Holmes 466-4425
Andy Douglas 466-4524
J. Craig Wright 466-2926
Herbert R. Brown 466-2523
Alice Robie Resnick 466-3578

ADMINISTRATIVE OFFICES

Supreme Court - Director (Stephen Stover) 466-2653
Clerk (Marcia J. Mengel) 466-3931
Public Information (Harry B. Franken) 466-0674
Statistics (Nan Cairney) 466-3729
Fiscal/Payroll (Mary K. Rinehart) 466-4911
Attorney Registration (Cindy Farrenkopf) 466-1553
Reporter (Walter Kobalka) 466-4961
Law Librarian (Paul S. Fu) 466-2044
Reference Desk (Cherie Weintraub, Elizabeth Childress) 466-2546

Disciplinary Counsel (Catherine Talda) 461-0256
Court of Claims (Miles C. Durfey) 466-7190
Board of Bar Examiners (Beverly Braskett) 466-1541
Continuing Legal Education 644-5470
Grievance Commission 644-5800
Clients' Security Fund 644-1700
WATS Security Fund 800-231-1680
WATS Judicial Conference 800-282-1510
WATS Judicial College 800-282-1510
WATS Supreme Court 800-826-9010
WATS Pending Legislation 800-282-0253
Pending Legislation 466-8842
Ohio Legal Center Institute 421-2500
Ohio State Bar Association 421-2121
WATS Ohio Bar Assoc 800-282-6556
Government Liaison Counsel 221-6983
Government Affairs 800-842-2772
Ohio Judicial Conference 466-4150
Ohio Judical College 466-4150
Retirement Study Commission 228-1346
PERS Administration 466-2085
Deferred Compensation 792-5552
WATS Deferred Comp 800-327-0201

OHIO'S TOLL-FREE HOTLINES

Legislative Information 1-800-282-0253
Franklin County Only 466-8842
Agriculture (food product complaints, rural crime) 1-800-282-1955
Attorney General (consumer fraud complaints) 1-800-282-0515
Auditor of State 1-800-282-0370
Consumer's Counsel (utility information) 1-800-282-9448
Department of Aging (nursing home problems) 1-800-282-1206
Economic and Community Development (small business loan information) 1-800-282-1085
Emergency Pollution Spills, Hazardous Waste 1-800-282-9378
Energy Credit (heating discounts for senior citizens and disabled persons 1-800-282-4310
Environmental Protection Agency 1-800-686-2330
Health (black lung claims) 1-800-282-0383
Home Energy Assistance Program (HEAP) Weatherization 1-800-282-0880
Safety & Hygiene (job-related accident complaints) 1-800-282-3045
Liquor Control 1-800-282-3477
National Guard 1-800-282-7318
One-Stop Business Permit Center 1-800-248-4040
Public Utilities Commission (PUCO) 1-800-282-0198
Public Welfare (Medicaid, Food Stamps) 1-800-282-1190
Rehabilitation Services Commission 1-800-282-4536
Supreme Court 1-800-826-9010
Taxation 1-800-282-1780
Tourism and Travel 1-800-282-5393
Women's Information Center 1-800-282-3040
Worker's Compensation 1-800-282-9536

ohio afl-cio

OHIO AFL-CIO
UNITED IN PURPOSE

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TO: Central Body Officers, Local Union and State Council Presidents

FROM: John R. Hodges, President JRH
Donald K. Day, Secretary-Treasurer DKD

SUBJECT: Ohio Legislative Directory

DATE: April 11, 1991

****

We are sending you copies of the Ohio AFL-CIO Legislative Directory for the 119th General Assembly.

The directory differs from those we have published in previous years in that in addition to listing our elected officials, it serves as a guide to the various branches of state government, including all state departments and the Ohio Supreme Court.

Additional copies of the directory are available upon request.

JRH:DKD:dw

enclosure

271 EAST STATE STREET — COLUMBUS, OHIO 43215 — 614/224-8271

Jacqueline Kennedy Onassis

Caroline B. Kennedy

John F. Kennedy, Jr.

and the Board of Directors of the

John F. Kennedy Library Foundation

request the pleasure of your company

at a dinner celebrating

the life of President John F. Kennedy

Wednesday, the twenty-ninth of May

Nineteen hundred and ninety-one

At seven o'clock in the evening

The John F. Kennedy Library

Boston, Massachusetts

Special Performance by

Roberta Peters

Black Tie

Board of Directors

RSVP

I/We will be delighted to attend the dinner celebrating the life of President John F. Kennedy to be held on Wednesday, May 29, 1991 at the Kennedy Library.

Enclosed is a check for $_____for_____table(s) of ten at $10,000 per table.

Enclosed is a check for $_____for _____reservations at $1,000 per person.

I am unable to attend, but would like to send a tax deductible contribution in the amount of $_____to support the programs of the John F. Kennedy Library Foundation.

Name _____

Address _____

_____

Telephone _____

Please make check payable to the John F. Kennedy Library Foundation.

Please reply by May 17, 1991.

All additional guests should be listed on the reverse side.

Nine hundred and twenty-five dollars of the ticket price represents a tax deductible contribution to the John F. Kennedy Library Foundation. In the event that you are unable to attend the dinner, your additional contribution of seventy-five dollars per person will be acknowledged.

The John F. Kennedy Library Foundation
Columbia Point
Boston. Massachusetts 02125

Rec 4-19-91

The Labor Guild

Archdiocese of Boston

883 HANCOCK STREET • QUINCY, MASSACHUSETTS 02170

617/786-1822

EDWARD F. BOYLE, S.J.
Executive Secretary

April 17, 1991

Mr. Joseph C. Faherty, President
State AFL-CIO
8 Beacon St
Boston, MA 02108

Joe:

A brief note to confirm our conversation about the Communion Breakfast on Sunday, A pril 28th. We are looking forward to having you join us as a head-table guest that morning.

Enclosed is a ticket that you might want to put in your wallet as a reminder of the time and location.

Cordially,

Ed, sj

Edward F. Boyle, S.J.

A.F. of L. - CIO

LOCAL UNION NO. 57

International Association of Bridge, Structural and Ornamental Iron Workers

6 WINTER STREET • WORCESTER, MASS. 01604 (508) 756-5216
FAX (508) 754-3745

May 4, 1991

Dear Friend of Iron Workers Local 57:

Recently we sent you a request to sponsor an ad in our Souvenir Score Card Booklet to benefit diabetes research. The "GOLF FOR DIABETES DAY" is just around the corner, JUNE 8th, and we felt it necessary to make one final appeal for your support.

The proceeds from this day go toward the completion of the much needed research facility at the University of Miami School of Medicine

The DEADLINE FOR ADVERTISEMENT SPACE is MAY 26th. We would greatly appreciate your assistance in this cause and welcome contributions of any amount.

If you plan to play golf on JUNE 8th please get your tickets as soon as possible and we'll see you at the country club. Enclosed are registration material which will enable you to buy an ad or sign up to participate on that day.

In anticipation of your support we THANK YOU!"

Sincerely yours,

Bob Carney
Co-Chairman

IRON WORKERS LOCAL 57
BENEFIT GOLF TOURNAMENT

ABCD FLORIDA STYLE / NOON TEE OFF
HILLCREST C.C. LEICESTER , MA. RTE 56
SATURDAY...JUNE 8,1991

TICKETS: $ 55.00 / price includes green fees,cart, attendance gifts,steak,free beer, team and individual prizes.

Number of tickets:_____ Amount:_____

Name:_____

Address:_____State:_____Zip_____

**** make checks payable to I.W.57/Benefit Diabetes Day***

ADVERTISEMENT IN SCORE CARD SOUVENIR BOOKLET:

_$400__ NAME SIGN ON TEE & FULL PAGE AD IN SCORE CARD BOOKLET

_$225__ NAME SIGN ON TEE & 1/2 PAGE AD IN SCORE CARD BOOKLET

_$125__ NAME SIGN ON TEE & 1/4 PAGE AD IN SCORE CARD BOOKLET

_$_50__ NAME SIGN ON TEE & BOOSTER LISTING IN SCORE CARD BOOKLET

_$_25__ BOOSTER LISTING IN SCORE CARD BOOKLET

TAPE OR DRAW AD IN SPACE BELOW

MARITIME TRADES COUNCIL

OF GREATER BOSTON AND NEW ENGLAND AFL-CIO

11 ROGERS STREET - GLOUCESTER, MA 01930 - (617) 283-1167

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Regrets
Compers
called
Regrets
5/15/91
2

May 10, 1991

Dear Brother/Sister,

The next meeting of the Maritime Port Council will be held on Wed. May 22, 1991, in Gloucester, at the Gloucester House Restaurant, at 12:00 PM.

Whereas this will be the last meeting of this year, each member is cordially invited to bring along a guest to the luncheon. Please RSVP by May 21, by contacting me at (508) 283-1167. This is required in order to make the exact number of reservations at the restaurant.

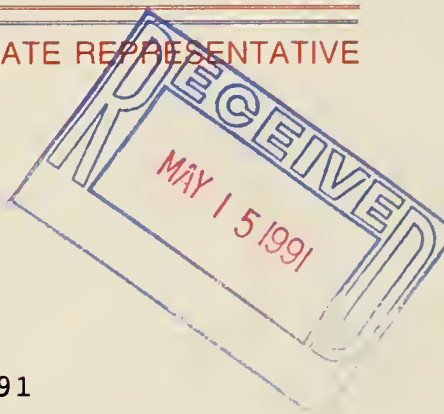
I look forward to seeing you, and your guest, on the 22nd.

Fraternally,

Michael P. Orlando
President

Marc Pacheco

STATE REPRESENTATIVE



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May 10, 1991

Massachusetts AFL-CIO
8 Beacon Street
ATTN: Artur Orsbon
Boston, MA 02108

Dear Friends:

Thank you for supporting my recent "Big Band Night" function. I hope you had an enjoyable evening.

Fundraising is a difficult but essential part of any successful campaign. It's nice to know that I can count on your continued generosity and support. I sincerely appreciate it.

Again, "Thank You". If I can be of any assistance to you, please do not hesitate to contact me.

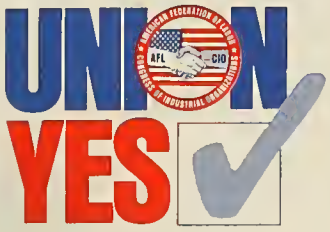
Sincerely yours,

Marc

Marc R. Pacheco
State Representative
Third Bristol District

MRP/bp

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



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May 10, 1991

Dear Trade Unionist:

The Congress of the United States is fast approaching legislative action on a number of issues having a critical impact upon the lives, and livelihood, of American workers and their families.

By mid-June we can expect the U.S. House of Representatives to consider H.R. 5, the striker replacement bill. President Bush has already announced his intention to veto this bill, which necessitates our gaining the support of at least 290 members of the House in order to obtain a "veto-proof" margin of victory. This herculean task will be accomplished only through the "vocal" actions of rank and file trade unionists all across this nation. There is no question that this will be an epic battle requiring an all-out blitz by the American labor movement. That is why I am asking you today to begin preparations for meeting with your members of Congress during the upcoming Memorial Day Recess.

From May 24 through May 27, House members will be on recess, while the Senate will be in recess from May 27 through June 2. I strongly urge you to take full advantage of this opportunity to meet with your representative and/or senators in order to fully express to him/her the vital importance of H.R. 5 to the American labor movement.

In addition to the striker replacement bill, I would ask that you also encourage your Legislator's support for the following bills supported by the AFL-CIO:

H.R. 1063	- Construction Safety and Health
H.R. 2	- Family and Medical leave
H.R. 1987	- Davis-Bacon Reform
H.R. 1367	- Unemployment Insurance Reform
H.R. 1	- Civil Rights

The Department of Legislation will provide you with any type of assistance that you may require in taking advantage of this Congressional recess opportunity, including a custom-tailored lobbying report encompassing the voting record of your Legislator and detailed information pertaining to the above-referenced issues.

815 SIXTEENTH STREET, NW
WASHINGTON, D.C. 20006
(202) 637-5000

If you are successful in securing a meeting please notify Tom Owens (202-637-5246) on my staff so that he can provide you with materials and any other information pertinent to your meeting. I would also ask that you report the results of your meeting within a week after it has occurred. Thank you in advance for your assistance in this vital effort.

Sincerely,

Robert M. McGlotten, Director
DEPARTMENT OF LEGISLATION

c: All State Federations
Regional Directors
Field Staff
COPE Regional Directors
COPE VIP Directors
Central Labor Councils

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Continued .....

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HOUSE OF REPRESENTATIVES
WASHINGTON, D. C. 20515

GERRY E. STUDDS
TENTH DISTRICT
MASSACHUSETTS

May 13, 1991

Dear Mr. Faherty:

Just a short note to thank you for your letter expressing opposition to the fast track procedure. We are in full agreement.

The Congress must not surrender its right to debate, amend, and vote on matters as important as trade agreements, especially when those agreements could result in the loss of thousands of American jobs. As a cosponsor of H. Res. 101, you can count on me to oppose fast track.

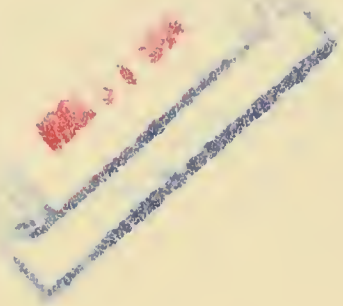
Thanks again for the letter, and please do not hesitate to keep in touch.

With kind regards.

Sincerely,

Gerry E. Studds

Mr. Joseph Faherty
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108



GERRY E. STUDDS
10TH DISTRICT, MASSACHUSETTS

WASHINGTON OFFICE:
237 CANNON HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
202-225-3111

COMMITTEES:
FOREIGN AFFAIRS
MERCHANT MARINE AND FISHERIES

CHAIRMAN:
SUBCOMMITTEE ON FISHERIES AND WILDLIFE CONSERVATION AND THE ENVIRONMENT

C

DGT

Congress of the United States
House of Representatives
Washington, DC 20515

DISTRICT OFFICES

GREATER NEW BEDFORD
POST OFFICE BUILDING
NEW BEDFORD, MA 02740
508-999-1251

SOUTH SHORE
BARSTOW'S LANDING, SUITE 6
TWO COLUMBIA ROAD (ROUTE 53)
PEMBROKE, MA 02359
617-826-3866

CAPE AND ISLANDS
MAIN STREET
2601

RECEIVED
MAY 15 1991

May 7, 1991

Dear Mr. Faherty:

I am writing to let you know about a recent meeting between my office and representatives of the Deep Ocean Isolation Project.

My office recently met at length with several representatives of the Project, including Mr. Leicester Le Sueur, Mr. Christian Kongsli and Mr. Alex Copson. Both the technical aspects of the proposal and how to proceed with it were explored in detail. It is my understanding from Mr. Will Stelle of my staff that the participants felt it was a constructive meeting.

We were somewhat puzzled about how another meeting with experts from Woods Hole could help and we specifically asked about it. It is my sense that project representatives may have been under the impression that we did not fully appreciate the technical elements of the proposal, but that they came away with a better appreciation of our understanding of it.

We provided several recommendations on how they might proceed with their efforts from here, and I understand they are now pursuing those ideas. They promised to keep us informed of their efforts, and we, in turn, will relay whatever additional information we have to you and Arnold Durand.

Once again, thank you for writing. I apologize for the earlier confusion, and will be back in touch when we have more to report.

With kind regards.

Sincerely,

Gerry E. Studds

Mr. Joseph C. Faherty
President
Massachusetts/AFL-CIO
8 Beacon Street, Third Floor
Boston, MA 02108

cc: A. Durand